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REGIONAL DIRECTOR
Northcentral Region

June 15, 2017

Ms. Megan Lehman
PA DEP
North-Central Regional Office
Waterways and Wetlands Program
208 West 3rd Street, Suite 101
Williamsport, Pennsylvania 17701

Dear Ms. Lehman:

I provided you the written comments on Chapters 102 and 105 submitted by the "Teamsters National Pipeline Training Fund" on the Atlantic Sunrise Pipeline Project at the hearing held at Bloomsburg High School.

In reviewing my copy it seems Exhibits F and G were not attached to the comments.

I have enclosed them and request you attach them to our written comments.

Your assistance in this request is greatly appreciated.

If you have any questions I can be reached at (703) 508-8690.

Sincerely,



Richard Stern, Administrator
Teamsters National Pipeline Labor
Management Cooperation Trust and
Training Fund

Enclosure

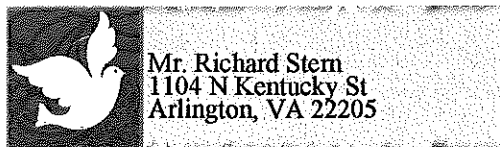


EXHIBIT F

pipeline construction work, are considered key men. It is anticipated that the number of regular employees shall not be more than a majority of the total number required but there shall be no limitation on the classification of such regular employees, with the understanding that these classifications will be distributed as evenly as possible.

(J) It is understood and agreed that the above limitations shall not apply to the pipeline stringing operations.

(K) The hiring of men in addition to the Employer's regular employees, either at the start of the job or later, shall be conducted in the following manner:

1. In the event a valid non-discriminatory exclusive referral procedure has been established by collective bargaining between a local of the Union and an association of highway and heavy contractors in the area in which the job is to be done, Union shall notify the Association from time to time as to the existence of such exclusive referral procedures and Employer agrees to utilize such referral procedures upon the following conditions:

a. Nothing in this Agreement shall affect the Employer's inherent right to determine the competence and qualifications of applicants for employment or of his employees and his right to reject or discharge accordingly.

b. The selection of applicants for referral to jobs shall be based on a non-discriminatory basis and shall not be based on or in any way affected by union membership, by-laws, regulations, constitutional provisions, or any other aspect or obligation of union membership, policy or requirement.

c. Workmen referred under Article II to the contractor's job who are not able to perform the job to which they are referred because of their own lack of qualifications, or for some other reason which is the workman's own responsibility, shall not be paid show-up time.

d. Qualified applicants required by Employer at the start of the job must be referred by a local referral office within 48 hours of the receipt of Employer's request; those required by Employer after a job has started must be referred by a local referral office within 24 hours of the receipt of Employer's request. If the local referral office fails to comply with this condition, Employer may secure qualified applicants from any other source. Qualified applicants under this section must have the following:

- (i) Proper federal and state licenses;
- (ii) Proper OQ credentials where necessary;
- (iii) Pipeline or general construction work experience relevant to pipeline work or completion of a certified pipeline training course operated or approved by the Teamsters Pipeline Training Fund. The Teamsters and PLCA also agree they will jointly review the training program on a 6-month basis.
- (iv) Compliance with company Employee and safety policy standards. These

policy standards will be provided by each Employer at the pre-job conference.

2. In the event there is no valid exclusive referral procedure established in the area where the particular job is to be done or the proper conditions set out hereinabove have not been met by the referral procedure which has been established, Employer will at the pre-job conference notify Union, as one of the sources from which men are to be recruited, as to the number of men who will be needed in addition to his Regular Employees. Employer shall give preference in employment to men in the area who have had previous pipeline construction experience. It is understood that Employer may also recruit men from other sources, will hire all employees at the job site in a non-discriminatory manner, and shall have the absolute right to determine the competence and qualifications of applicants and employees and to reject and discharge accordingly.

3. Once the original crew has been employed, Employer shall have the right to keep such crew on all the work throughout the territory covered by the particular job for which the pre-job conference was held, regardless of local union jurisdiction.

(L) The Union shall post in places where notices to employees and applicants for employment are customarily posted all provisions relating to the functioning of this hiring arrangement, including the provisions set forth. The Employer shall similarly post in places where notices to employees and applicants for employment are customarily posted all provisions relating to the functioning and operation of the hiring arrangements, including these provisions.

(M) The business representative of the Union shall have access to any job at any time, subject to the owner safety and security rules and Federal and State regulations, and shall notify the field office of his presence on the job prior to entering the job site. The representatives of the Union shall not schedule meetings which could in any way hinder ongoing production.

III. STEWARDS

As soon as any work starts, including unloading, racking, or stringing of pipe or clearing of right-of-way, the Union may select any Employee of the Employer who shall act as Steward for the Union. It is understood that the Employer will not be required to employ a Steward for any subcontract work prior to the start of operations by the Employer. The Steward shall be paid for the number of hours he actually works each day or for the number of hours for which the job is set up on a daily basis, whichever is greater, except that on those days when no work is performed, then the Reporting Time Pay provisions of Article VIII will apply. The steward shall perform his work for Employer the same as any other worker, and shall be entitled to receive the rate of pay in Article V(C) for the area in which the job is located. Stewards shall not be discharged without forty-eight hours' previous notice to Union. Although it is agreed that there will be no non-working stewards, it is also recognized by the parties that the steward has an important function in maintaining harmony and cooperation on the job, and therefore his assignment should not be such to prevent his normal function as a steward. Therefore, the parties agree that his job assignment will be a subject to be decided at the pre-job conference. The Employer shall provide the steward a weekly record of all Teamster employees listing date of

EXHIBIT G

procedure set out above, the Association will immediately contact the Federal Mediation and Conciliation Service to obtain a list of three (3) individuals with as much experience and knowledge as possible in the pipeline construction industry. A copy of this list will be furnished to the Union, and thereafter, the PLCA and Union shall attempt to mutually agree upon one (1) of the individuals listed. If no agreement can be reached, the Union and the PLCA will each strike one (1) name from the list and the remaining individual will be the Arbitrator.

3. A statement of the facts shall be presented to the Arbitrator within forty-eight (48) hours after his selection either:

a. Jointly, if the Union and PLCA mutually agree; or

b. Separately, if no mutual agreement, and the Association will submit a written statement setting out the Employer's position and the Union will submit a written statement setting out the Union's position.

4. All information submitted to the Arbitrator will be in writing. No personal appearances or oral testimony will be allowed. The Arbitrator will then issue, within five (5) days, a decision based upon the evidence submitted.

(G) The Union and the Employer involved shall bear the expense of their appointed Arbitrators. In the event an Arbitrator from the Federal Mediation and Conciliation Service is selected, then the Union and the Employer shall be jointly responsible for that person's expenses.

(H) In the event Employer fails or refuses to comply with the grievance procedure set out hereinabove, the provisions of Article IX shall not be binding upon Union. If Union fails or refuses to comply with the grievance procedure set out hereinabove, the Employer shall have the right to declare this entire Agreement null and void.

XII. SPECIAL CONDITIONS

In order to be more competitive in certain areas of the country, the PLCA and the Union may mutually agree to put into effect special wages and conditions for specific areas or projects. These special wages and conditions will apply to the areas or projects involved for the period of time to be established by the principal parties.

XIII. DRUG AND ALCOHOL TESTING

(A) A Substance Abuse Policy has been negotiated by the PLCA and the International Brotherhood of Teamsters and is attached hereto and made a part of this Agreement as Schedule "C".

(B) If an Employee fails a pre-employment drug or alcohol test and is so notified by 9:00 a.m. on the fifth business day following the day of taking the test, then the Employee's wage rate shall not be the hourly wage rate set forth in this Agreement. Instead, the Employee shall be paid wages at a flat rate of \$90 per day worked (but in no event less than the applicable

minimum wage) for all days worked prior to receiving such notification (not to exceed five (5) days) and for which no wages have yet been paid as required by this Agreement. If subsequent testing reveals a false positive, the Employee will be entitled to full compensation for the period he worked and reinstatement. The results of all tests will be kept confidential between the Employee, the Employer and the Union.

XIV. TRAINING/DOT RULES

(A) Training – The Trustees of the Teamsters National Pipeline Training Fund will develop a National Pipeline Training Program for Teamsters to train in operating pipeline equipment in areas of high pipeline construction.

(B) DOT Rules – The Trustees of the Teamsters National Pipeline Training Fund will develop a DOT training program to teach Teamsters the necessary skills to comply with DOT driver requirements. Part of this program will be to develop a general pre-dispatch drug and alcohol testing program to be applied to all drivers seeking work under the National Pipe Line Agreement.

(C) Contributions shall be made to the Teamsters National Pipe Line Training Fund and Labor-Management Cooperation Trust in accordance with Schedule "A" and the provisions above. The National Pipe Line Training Fund will establish proficiency training standards to be used in a National Pipeline Training Course, which will include specific Operator Qualification training. Regional training courses also will be set up throughout the country as necessary and will be subject to the proficiency training standards developed by the Fund. A list of Teamsters who have successfully completed the course will be made available to signatory contractors on request. Funds contributed to local training funds for pipeline work covered under the National Pipe Line Agreement should be used by the local funds to provide pipeline and OQ training. Local pipeline training will be monitored by the Teamsters National Pipe Line Training Fund.

XV. HISTORICAL PRECEDENT

Since the inception of the National Pipe Line Agreements, which cover all main line, cross-country pipeline construction, only four (4) Unions have been recognized, and all work relating to such pipeline construction has been performed by these four (4) Unions. They are: The International Brotherhood of Teamsters, The United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, The International Union of Operating Engineers, and the Laborers' International Union of North America. The recognition of only these four (4) Unions on such work is hereby reaffirmed.

XVI. INDIAN PREFERENCE IN EMPLOYMENT

The hiring procedures contained in this Agreement shall not apply in the "territorial jurisdiction" of any Indian Nation which has adopted an Indian Preference in Employment law, provided that those persons covered by the law and seeking covered employment under this