

NUICA/IAHFIAW TWO MAN PORTABILITY AGREEMENT

Preamble:

This agreement by and between the International Association of Heat & Frost Insulators and Asbestos Workers (hereinafter referred to as the Union) and the National Union Insulation Contractors Alliance (hereinafter referred to as the Employers) will amend and allow the portability of manpower as follows:

Article 1: 2 man portability

Section 1.

This agreement shall apply only to good standing members of the National Union Insulation Contractors Alliance, of which the Union shall be provided a complete listing of all current and new contractor members of the National Union Insulation Contractors Alliance including all contact information and current locals in which such NUICA contractors are signed to local collective bargaining agreements.

Section 1. (a)

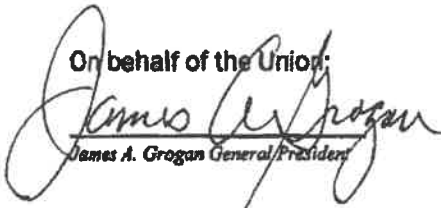
With the exception of NMA, GPMA, NCSA, BTC-PLA and any project that has been previously designated as an all union project, not more than two (2) member mechanics or five (5) members engaged in Asbestos Abatement, can work on any one (1) operation of any one (1) employer within the jurisdiction of another local union, unless there is a shortage of labor in that jurisdiction. Such members must conform to the working rules and trade agreements of the local union under whose jurisdiction they work, and whose business manager they must notify before work has started, interrupted, resumed or when completed. (This means each new job foreman or mechanic member must also report). They shall receive the wage rate highest in either of the two locals, and the higher board or travel allowance applicable to the particular jobsite, and shall receive their fringe benefits of their home local, which shall be payable to their home local in accordance with its administration of same. If the fringe benefit package in the area worked is higher than the home local's fringe benefit package then the difference between the benefit packages must be applied to and be part of the wages making the total package

equal to the higher total package of the collective bargaining agreement in the area worked. They shall work under the working conditions, such as hours and observed holidays, of the contract of the local in whose jurisdiction the job is located. For purposes of this Article, the term "Fringe Benefits" includes welfare, pension, or other similar funds, but not vacation funds which for the purpose of this article are included as wages.

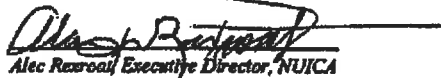
An "operation" as herein defined means all contracts on or within the premise of buildings, mines, mills, factories, shipyards etc.

This agreement will be effective May 1, 2013 and may be terminated by either party with 30 days written notice.

On behalf of the Union:


 James A. Grogan General President
 April 3, 2013
 Date

On behalf of the Employers:


 Alec Rosenthal Executive Director, NUICA
 April 3, 2013
 Date