

# GENERAL PRESIDENTS' PROJECT MAINTENANCE AGREEMENT



## COVID-19 Site Conditions Addendum

For Power Plants Required to Have On-Site Personnel 24/7 and/or Back-up Teams Ready

This Addendum to the General Presidents Project Maintenance Agreement (“GPPMA”) is being entered into to provide a power plant owner (“owner” or “facility owner”) with the needed assistance necessary to continue operation of its plant(s) in the event the owner is required to have crews on-site to provide 24-hour coverage under controlled conditions to limit hazards and contain obstacles. It shall also apply if such an owner requires a stand-by team to remain under quarantine for purposes of being ready to be called for emergency coverage and/or relief for on-site crews.

This Addendum is made under Article I, Section 2 of the GPPMA, and will be entered into by the applying contractor and North America’s Building Trades Unions. This Addendum shall apply only during the COVID-19 Pandemic and be for purposes of providing necessary and emergency coverage as set forth herein.

Contractors shall seek volunteers to work under this Addendum, and this Addendum shall amend the GPPMA only as set forth herein. In the event there is a conflict between this Addendum and the GPPMA, this Addendum shall prevail.

1. When employees are asked and accept an assignment to remain on site 24/7, the following shall apply:

- a. Each employee shall be able to work up to 12 hours per day, at hours designated by the contractor.
- b. Each employee shall be paid (including benefits) as though they worked 16 hours each day while on site, and shall receive overtime pay in accordance with the GPPMA.
- c. The site shall provide housing, wash facilities, and cleaning facilities or services. Further, the facility shall furnish food, 3 meals per day, and non-alcoholic beverages to all on on-site craft employees working under this addendum.
- d. Employees may be required to remain on-site up to 14 calendar days.

2. The facility owner may require a “stand by team” to remain at their homes under quarantine or other rules set by the facility owner. This team can be called in for emergency coverage as relief for the on-site crew(s). When employees are asked and accept a stand by team assignment, the following shall apply:

- a. Each employee shall be paid 8 hours per day (including benefits), Monday through Friday, at the applicable straight time rate.
- b. Each employee shall abide by the quarantine rules put in place by the facility owner and shall be available to come to the site as needed.

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3. Upon accepting either assignment, it is expected that the employee will remain on site or on stand by for the duration of the designated period. Leaving the site, or failure to report, will result in termination without rehire; however, extenuating circumstances and emergent situations will be considered, but may require a change in the employee's status on the crew.

4. For nuclear facilities, this addendum is designed to allow the facility owners to comply with work hour restrictions under the Nuclear Energy Commission's regulations by providing sufficient restorative periods and limiting work hours. Notwithstanding anything else in this Addendum, it shall be the facility owner, as a Nuclear Energy Commission licensee, that shall be responsible for enforcing those restrictions, which among other things provide that (i) individual's work hours cannot exceed: (a) 16 work hours in any 24- hour period; (b) 26 work hours in any 48-hour period; and (c) 72 work hours in any 7-day period, and provide for minimum days off per week, and (ii) that as an alternative to the minimum days off requirements, individuals may be required to work no more than a weekly average of 54 hours.

Brent Booker, Secretary-Treasurer  
North America's Building Trades  
Unions (NABTU)

Tom Ensminger, President  
Associated Maintenance Contractors  
(AMC)

March 23, 2020  
Date of Decision