

Glossary of Terms

Collective bargaining: Direct negotiations between union and company representatives to produce a collective bargaining agreement (CBA, also known as a labor agreement or contract.)

Contract: A legally-enforceable agreement negotiated between a union and employer that spells out the wages, hours and other terms and conditions of employment. Contracts are binding on both parties for a fixed duration (typically three years) and then expire and must be re-negotiated.

Davis Bacon or Prevailing Wage: The hourly wage, usual benefits and overtime, paid to the majority of workers, laborers, and mechanics within a particular area. In the Davis-Bacon Act of 1931, all federal government construction contracts, and most contracts for federally assisted construction over \$2,000, must include provisions for paying workers on-site no less than the locally prevailing wages and benefits paid on similar projects. Little Davis-Bacon laws apply to state, county and municipality-funded projects in majority of States. Prevailing Wage work accounts for approximately 70% of the construction work performed by LIUNA members.

Free Rider: An employee who fails to join or pay dues to a union that has negotiated a contract over his/her wages and working conditions, all the while benefiting from that contract.

Market Share: The percentage of a construction craft's work done by union workers or union signatory contractors.

Open Shop: Where employees do not have to belong to the union or pay dues to secure or retain employment by a company, even though there may be a collective bargaining agreement which covers all workers. The union is obligated by law to represent members and non-members equally. Right-to-Work laws require that all contracts operate under open shop.

OSHA: The Occupational Safety and Health Administration is a government agency in the Department of Labor to maintain a safe and healthy work environment.

Project Labor Agreement (PLA): A comprehensive pre-hire collective bargaining agreement with one or more labor organizations that establishes the terms and conditions of employment for a specific construction project. The terms of the PLA apply to all contractors who successfully bid on the project.

Right-to-Work laws: Statutes that forbid unions and employers to enter into agreements requiring employees to join a union and pay dues and fees to it in order to get or keep a job.

Union shop, or (Union security clause): A contract provision requiring every worker covered by the collective bargaining agreement to become and remain a member of the union as a condition of employment or to pay an equivalent fee. Also referred to as Closed Shop. Right-to-Work laws prohibit union security clauses.

Union density: The actual membership of a trade union as a percentage of the total possible membership.