

EXHIBIT 'A'

SUBCONTRACT PROJECT AGREEMENT

WHEREAS, the undersigned Employer and Union are parties to that certain "Collective Bargaining Agreement" dated _____ between _____, Union and _____, for Employer, and

WHEREAS, EBCO General Contractor, LTD. proposes to award a subcontract to Employer to perform the _____ "Sublet Work" on the _____ "Project" located at _____, conditioned upon Employer and Union entering into this "Subcontract Project Agreement".

NOW, THEREFORE, Union and Employer, in consideration of the premises, have entered into the Subcontract Project Agreement amending the Collective Bargaining Agreement for the Sublet Work on this Project only, and agree as follows:

- 1) Employer will not engage in any lockout on the Project and Union will not engage any strike, sympathy strike, picketing, slowdown, or boycott against Employer or any other employer participating in or working on the project, nor shall the employees covered by the Collective Bargaining Agreement engage in any individual or concerted refusal to cross or work behind any picket line, whether legal or illegal, established at the Project.
- 2) In the event the Collective Bargaining Agreement expires during the Sublet Work on the Project, the provisions of Paragraph # 1 shall continue in effect, and work shall continue under the terms and conditions of the old Collective Bargaining Agreement. When a renewal Collective Bargaining Agreement is executed, it shall be substituted for the old Collective Bargaining Agreement and this Subcontract Project Agreement shall apply to the new Collective Bargaining Agreement. Employer agrees to pay any difference in wages and any increases in the contributions to any benefit plans as provided in the new Collective Bargaining Agreement retroactively to the date of expiration of the old Collective Bargaining Agreement.
- 3) If employees under the jurisdiction of the Union fail to man the project pursuant to the terms of this Agreement, the Union admits liability and shall be responsible for any and all damages resulting from said breach of this Agreement, specifically including attorney's fees in effecting a return to work or collecting damages hereunder.

EXECUTED this _____ day of _____, _____.

EMPLOYER

UNION

By: _____
Signature

By: _____
Signature

Name

Name

Title

Title

Notary Public:

Commission Expires:

This Subcontract Project Agreement does not apply:

Signature

Name

Date