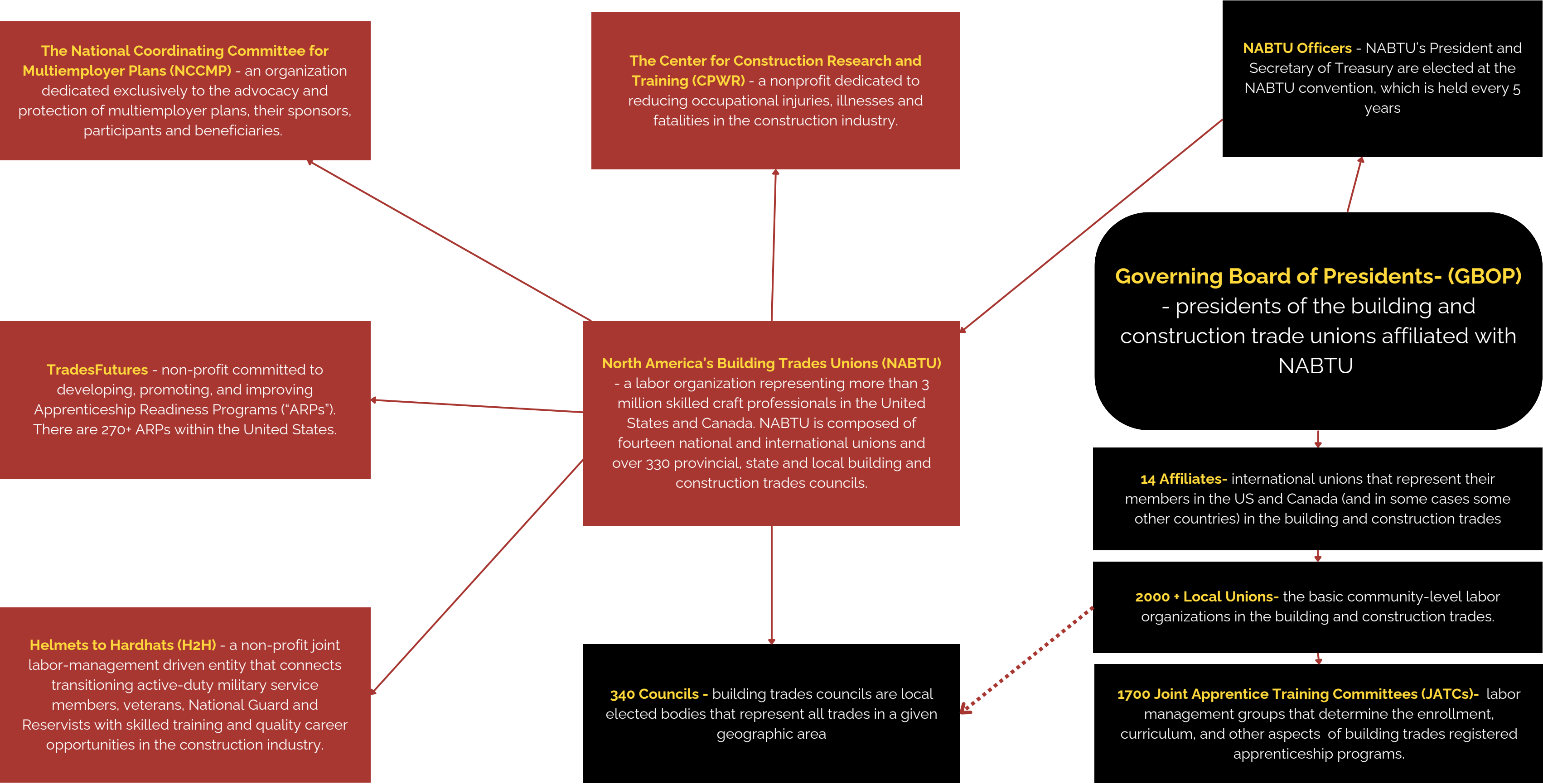


OVERVIEW OF BUILDING TRADES (NABTU) AND UNION STRUCTURE



NATIONAL OPERATIONS: NABTU AND NATIONAL CONSTRUCTION UNIONS

North America's Building Trades Unions (NABTU)

- An organization comprising 14 national construction unions
- Membership is voluntary and contingent upon adherence to NABTU's policies
- Governed by the Presidents of the affiliated national unions and two officers elected every five years at the NABTU Convention
- Addresses issues of mutual concern within the unionized construction industry, including but not limited to:
 - Public policy
 - Legislative and regulatory matters
 - Workforce training and education
 - Research initiatives
 - Conflict resolution among affiliates
 - Capital strategies, including pension fund investments
- Offers resources such as MC3 materials, fact sheets, and informational videos
- Engages in collaborative efforts with industry stakeholders, including contractor associations, end-users, and financial institutions
- Charters local Building Trades Councils (see below)

International Construction Unions

- Independent organizations, regardless of NABTU affiliation
- Governed by elected officers in accordance with federal laws and their own constitutions and bylaws
- Organized along craft lines, representing specific trades and their associated occupations
- Address a range of member-related issues, including but not limited to:
 - Policy advocacy and regulatory engagement
 - Participation in political elections
 - Support services including research, legal assistance, safety and health initiatives, organizing and collective bargaining support, and coordination of national benefit and training programs
 - Development of agreements with national contractors
- Collaborate with national contractor associations whose members employ workers of the respective craft (e.g., NECA, SMACNA, MCA)
- Charter local union affiliates (see below)

Building Trades Councils (BTCs)

- Chartered by NABTU throughout North America
- Comprised of local construction unions in specific geographic area

Specific Trade Councils and Local Unions

- Chartered by the National parent union