

SIDE LETTER

Each Local Union party to the PLA, individually and collectively, agrees to use its best efforts to place graduates of any JSCB sponsored or other approved (e.g. District sponsored) training program into their apprenticeship programs, and to assign them to available work opportunities on Program Work, within the parameters imposed by law on those programs.

The first JSCB sponsored training program class is anticipated to begin in June of 2017 and end August of 2017. Subsequent cohorts are anticipated to begin in the second quarters of 2018 and 2019.

In the event there are not at least 7 referrals from among applicants for, participants in and/or graduates of a JSCB sponsored or approved training program (such referrals to be made by the Director of Minority Affairs & MWBE Compliance Officer, City of Syracuse (Lamont Mitchell)) enrolled in Union apprenticeship programs by on or about September 1, 2017, in advance of the start of the first tranche of Phase II (covered by the PLA), the Program Manager may designate one or more Prime Contractors as hosts for one or more training program graduates to serve as "trainees" in connection with Phase I of Program Work. These trainees will be employed by the Prime Contractor, will not be covered by the PLA, and may be used by the Prime Contractor to perform a variety of tasks, including Program Work, commensurate with their skills. Trainees will be paid in accordance with any requirements of Section 220 of the New York State Labor Law. The maximum number of trainees to be utilized in this fashion on the first tranche is 7; that number will be reduced by each referral enrolled in an apprentice program as of September of 2017 or such later date as mutually agreed between the PM and Council (such enrollees hereafter referenced as "Apprentice").

With respect to the second tranche of Phase II Program Work, up to an additional 7 trainees (at the Program Manager's discretion) may be similarly selected and utilized, with that number (7) reduced by each referral from a JSCB sponsored or approved training program and who is enrolled in an apprentice program after January 1, 2018 and before September 1, 2018.

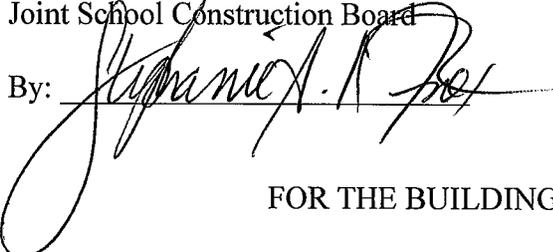
All dates are based on best estimates of timing in connection with the JSCB training program. If timing changes are necessitated by changes in that program, the Council will be advised in advance.

In addition, and notwithstanding any provision of the PLA to the contrary (including Article 4, Section 3), if a Prime Contractor, as determined by the Independent Compliance Officer, is otherwise meeting the "good faith efforts" requirements of the Diversification Plan (including the use of qualified M/WBE subcontractors) but is still unable to meet the residency goals of the Plan, upon certification by the Independent Compliance Officer that it is necessary to do so in order to meet those goals, the Prime Contractor may hire qualified individuals from the JSCB's Training Program with the approval of the Independent Compliance Officer, as name referrals through the appropriate referral/hiring hall, subject to the following conditions:

- (1) Prior to resorting to this name referral option, a Prime Contractor's selected M/WBE subcontractors who, under the provisions of the Side Letter (attached) are exempt from the hiring hall provisions, may use a fifth employee before utilizing the hiring hall, provided that all five drag along employees are District Residents as defined by the Diversification Plan, and
- (2) Recognizing the first time inclusion of a residency goal in the Diversification Plan, and that there will necessarily be ramp up time to allow for these goals to be met, during the first year of construction, by-passing the hiring hall provision is an option available only if necessary for a Prime Contractor to meet a 10% residency goal; in the second year of construction this option is available to meet a 15% residency goal; and in the third year of construction and beyond, this option is available to meet the full 20% goal. (A Prime Contractor is nonetheless required to use "good faith efforts" to meet the 20% goal in each year.)

Agreed to this 3rd day of MAY, 2017.

Joint School Construction Board

By: 

FOR THE BUILDING & CONSTRUCTION TRADES

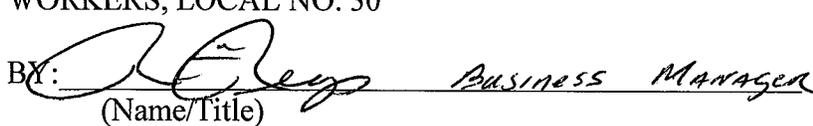
CENTRAL AND NORTHERN NEW YORK
BUILDING & CONSTRUCTION TRADES COUNCIL

BY: 

(Name/Title)

FOR THE LOCAL UNIONS

INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ALLIED
WORKERS, LOCAL NO. 30

BY: 

(Name/Title)

BOILERMAKERS' UNION LOCAL NO. 175

BY: Albert, ABM
(Name/Title)

BRICKLAYERS AND ALLIED CRAFT LOCAL NO. 2

BY: Luke P. Benna Jr. Field Rep.
(Name/Title)

NORTHEAST REGIONAL COUNCIL OF CARPENTERS, LOCAL 277

BY: Jeff Munn Senior Rep
(Name/Title)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
UNION LOCAL NO. 43

BY: Donald Mangan
(Name/Title)

DISTRICT COUNCIL NO. 4, GLAZIERS LOCAL NO. 677

BY: Mark J. Demos Regional Business Rep
(Name/Title)

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL
AND ORNAMENTAL IRON WORKERS LOCAL NO. 60

BY: George Dorr
(Name/Title)

CONSTRUCTION AND GENERAL LABORERS' LOCAL NO. 633

BY: [Signature]
(Name/Title)

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL NO. 158

BY: Thomas H. Hoff Dist 595 encl.
(Name/Title)

INTERNATIONAL UNION OF OPERATING ENGINEERS
TECHNICAL ENGINEERING DIVISION LOCAL 158

BY: Thomas H. Hoff Dist 595 encl.
(Name/Title)

DISTRICT COUNCIL NO. 4, PAINTERS LOCAL NO. 31

BY: Mark J. Demas Regional Business Rep
(Name/Title)

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPEFITTING INDUSTRY
LOCAL NO. 267

BY: Norm R. Zittel/BM
(Name/Title)

UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED
WORKERS LOCAL NO. 195

BY: Ronald Honey BM
(Name/Title)

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL NO. 58

BY: [Signature] BM
(Name/Title)

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS LOCAL NO. 317

BY: James J. [Signature] President
(Name/Title)

INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS,
LOCAL NO. 62

BY: Kenneth R. Clark Business Agent
(Name/Title)

SPRINKLER FITTERS, LOCAL 669

BY: [Signature] Business Agent
(Name/Title)