

CAWP LABOR BULLETIN

CONSTRUCTORS
ASSOCIATION
OF WESTERN PENNSYLVANIA

CAWP Labor Bulletin #2-25

March 18, 2025

TO: CAWP Contractor Members

FROM: Richard J. Barcaskey, Executive Director

RE: Important Provisions to Remember in the CAWP Labor Agreement

As this year's construction season gets underway, the Association is providing you with this reminder concerning certain provisions contained in the CAWP Labor Agreement:

Discharge and Layoff Checks

When laying off or discharging an employee, the check needs to be paid by direct deposit or mailed (postmarked) within two business days of the layoff or discharge. The penalty for not doing so is paying the employee for eight (8) hours per business day for all time incurred beyond the two business days period until the employer has paid.

Subcontracting Provisions

The CAWP Labor Agreement contains a subcontracting clause requiring that when contractors subcontract work that is performed by the Unions and done at the job site of construction, those subcontractors are to be signatory to a union labor agreement either through CAWP, an independent labor agreement, or a project labor agreement. It is important to verify that subcontractors have a signed union agreement before utilizing them on a project.

In the event a contractor determines there is a competitive need to utilize a non-signatory (non-union) subcontractor, they must contact the applicable Union(s) **prior to the bid** to request approval.

Cell Phones

CAWP Contractors may establish a policy prohibiting the use of cell phones on projects, provided employees are notified and it is enforced uniformly on the project.

To learn about Labor Services offered to CAWP Contractors, watch this short [video!](#)



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