

# Westchester Putnam Building Trades 2025

February 2025



# Which Projects are Ideal for ADR Wrap-Up?

## Single Projects

- Individual Projects of \$250M CV or more
- Union Projects with a PLA
- Projects facing Non-Union Competition

## Multi-Project Program or “Rolling Program”

- Union Projects with PLAs under a single Owner or Contractor
- Individual Project Minimum value of \$75M
- Total Program Minimum value of \$500M
- All projects start within a 3-year window from first project start
- All projects to be completed within 6 years

## Project Types:

- Civil
- Highways
- Mass transit
  - Airports
  - Schools
- Commercial
  - Office
  - Healthcare
  - Retail
- Apartments
- Condominiums
- Oil refineries
- Petrochemical factories
- Manufacturing plants
  - Pipelines
- Power generation
  - Nuclear
  - Fossil Fuels
- Sporting complexes



# Illustration of an ADR Wrap-up on a \$250M Project

Hudson Valley Project	
Project Information	
Named Insured	Owner and CM/GC
Contract Value	\$ 250,000,000
Unburdened Payroll	\$ 50,000,000
Excess Liability Limit	\$ 100,000,000

ADR CCIP Program Information and CCIP Costs		
Workers' Compensation Deductible	\$	750,000
Primary CCIP Limits for GL		\$5M/\$10M/\$10M
Primary General Liability Deductible	\$	2,000,000
Description	Premiums/ Fee Breakdown	% of CV
Workers' Compensation Premium	\$ 1,032,500	0.41%
Workers' Compensation State Assessment	\$ 250,000	0.10%
General Liability Premium	\$ 3,096,250	1.24%
<b>Total Fixed Primary Premium</b>	<b>\$ 4,378,750</b>	<b>2.50%</b>
Deductible Aggregate (GL-\$2M; WC-\$750K)	\$ 9,625,000	3.85%
Traditional ADR Loss Pick*	\$ 625,000	0.25%
Operational Expenses	\$ 1,100,000	0.40%
Excess Liability: 100M in Limit	\$ 4,875,000	1.95%
<b>Total CCIP Rate/Premium Indication (MAX)</b>	<b>\$ 19,978,750</b>	<b>7.99%</b>
<b>Total CCIP Rate/Premium Indication (ADR Loss Pick)</b>	<b>\$ 10,978,750</b>	<b>4.39%</b>
<b>Variance (Max to ADR Loss Pick)</b>	<b>\$ 9,000,000</b>	<b>3.60%</b>

Insurance Costs without the ADR CCIP:		
Estimated Subcontractor Insurance Costs	\$ 16,250,000	6.50%
CM/GC Project Specific GL/Excess Liability Cost Avoided	\$ 3,750,000	1.50%
Total Sub and CM/GC Insurance Costs (Credits + Avoided)	\$ 20,000,000	8.00%

ADR CCIP Savings Opportunity:		
CCIP Max	\$ 19,978,750	7.99%
Variance (Savings) for CCIP Alternate:	\$ (21,250)	-0.01%
CCIP at ADR Expected	\$ 10,978,750	4.39%
Variance (Savings) for CCIP Alternate:	\$ (9,021,250)	-3.61%

Notes:  
\* ADR Loss Pick - Estimated of losses within the deductible based on historical ADR experience on 25 years experience of closed projects in the Hudson Valley/Westchester

- \$250M Single Project Value (Minimum)
- Non-Wrap Insurance and Wrap-up Max both estimated at 8% of Hard Costs
- Estimated Wrap-up Maximum Savings (No losses): \$9,021,250 (3.61%)
- Savings based on Historical ADR Wrap-up Performance: \$8,396,250 (3.34%)

# Illustration of an ADR Wrap-up on a \$500M Program

Hudson Valley Project		
Project Information		
Named Insured	Owner and CM/GC	
Contract Value	\$	500,000,000
Unburdened Payroll	\$	100,000,000
Excess Liability Limit	\$	100,000,000
ADR CCIP Program Information and CCIP Costs		
Workers' Compensation Deductible	\$	750,000
Primary CCIP Limits for GL		\$5M/\$10M/\$10M
Primary General Liability Deductible	\$	2,000,000
Description	Premiums/ Fee Breakdown	% of CV
Workers' Compensation Premium	\$ 2,065,000	0.41%
Workers' Compensation State Assessment	\$ 500,000	0.10%
General Liability Premium	\$ 6,192,500	1.24%
<b>Total Fixed Primary Premium</b>	<b>\$ 8,757,500</b>	<b>2.50%</b>
Deductible Aggregate (GL-\$2M; WC-\$750K)	\$ 19,250,000	3.85%
Traditional ADR Loss Pick*	\$ 1,150,000	0.23%
Operational Expenses	\$ 1,925,000	0.40%
Excess Liability: 100M in Limit	\$ 9,750,000	1.95%
<b>Total CCIP Rate/Premium Indication (MAX)</b>	<b>\$ 39,682,500</b>	<b>7.94%</b>
<b>Total CCIP Rate/Premium Indication (ADR Loss Pick)</b>	<b>\$ 21,582,500</b>	<b>4.32%</b>
<b>Variance (Max to ADR Loss Pick)</b>	<b>\$ 18,100,000</b>	<b>3.62%</b>
Insurance Costs without the ADR CCIP:		
Estimated Subcontractor Insurance Costs	\$ 32,500,000	6.50%
CM/GC Project Specific GL/Excess Liability Cost Avoided	\$ 7,500,000	1.50%
Total Sub and CM/GC Insurance Costs (Credits + Avoided)	\$ 40,000,000	8.00%
ADR CCIP Savings Opportunity:		
CCIP Max	\$ 39,682,500	7.94%
Variance (Savings) for CCIP Alternate:	\$ (317,500)	-0.06%
CCIP at ADR Expected	\$ 21,582,500	4.32%
Variance (Savings) for CCIP Alternate:	\$ (18,417,500)	-3.68%
<b>Notes:</b>		
* ADR Loss Pick - Estimated of losses within the deductible based on historical ADR experience on 25 years experience of closed projects in the Hudson Valley/Westchester		

- \$75M Single Project Value (Minimum), Program value of \$500M (Minimum)
- Non-Wrap Insurance and Wrap-up Max both estimated at 8% of Hard Costs
- Estimated Wrap-up Maximum Savings (No losses): \$18,417,500 (3.68%)
- Savings based on Historical ADR Wrap-up Performance: \$17,267,500 (3.34%)

# Achieving Maximum Credits/Alternates from Subcontractors

Education and Transparency to the Owner, GC/CM and Sub Community on the ADR Wrap-up Opportunity

- EARLY ACTION: GC/CM estimators and procurement teams requesting insurance alternates in sub bids
- Subs understanding how bids address insurance through clear written instructions and forms
- Wrap-up Broker/Administrator as process resource
- Insurance Add/Alternate as default bid methodology
- Leveling bids with and without insurance for cost comparison create clarity on ADR Wrap-up savings
- ADR Wrap-up Pro-forma Development expertise from broker partner.



# ADR Jobsite Poster

## Jobsite Injury Procedures

This is an Alternative Dispute Resolution (ADR)  
Program Site for Employees of PROJECT\_JV

Life is Precious

**For a life-threatening injury – call 911**

All other injuries follow the procedures below.

### What to do in the Event of an Injury

1. For any injury that requires treatment, immediately report it to the Site Safety Manager and the Onsite Medical Trailer, First Care. If it is an emergency, call 911.
2. You will be escorted to **TRAILER** by a foreperson or supervisor if the situation/conditions allow.
3. If you need medical treatment beyond first aid or are expected to lose time from work due to an incident, your employer will report the claim to the TPA, **TPA\_COMPANY**.
4. If offsite care is required, the onsite medic will contact the Medical Provider, **URGENT\_CARE** and your IWA, **INJURED\_WORKER\_ADVOCATE**, to begin the medical management process. You will be given billing information and directed to the Medical Provider for initial treatment.
5. Prior to leaving the site, you will be provided with the ADR Injured Worker Reference Sheet and the first fill prescription card.
6. If it is determined by **URGENT\_CARE** that you are unable to return to work, you may seek treatment with an approved facility in the Medical Network, **MEDICAL\_NETWORK**.
7. Follow up with the TPA, **TPA\_COMPANY**, who will coordinate any applicable benefits or medical payments with the insurance Carrier, **INSURANCE\_COMPANY**.
8. If you have any issue with the medical treatment you are receiving, contact your IWA.
9. If your IWA is not providing satisfactory support, contact your Union Representative who will coordinate with the ADR Program Administrator, **American Global LLC**. Your union has appointed **OMBUDSPERSON\_NAME**, as the Ombudsperson to handle and resolve your disputes. This service is provided at no cost to you.



- Posters to be hung in site at each jobsite trailer with instructions on how to proceed if an employee is injured
- QR Codes will direct the worker to:
  - Injured Worker Reference Sheet
    - Contact information for TPA, Urgent Care, Preferred Hospital, Preferred Hospital for Significant Injuries, Injured Worker Advocate
  - Medical Network
    - Link to search for doctors and/or facilities in the network for the specialty and/or region needed for the injured worker
  - ADR Notification Form
    - Includes high level information regarding what an ADR Program is, what to do in the event of an injury, who the ADR Participants are with their contact information



# ADR Program Background



ADR is a state specific legislative carve out from the traditional workers' compensation system.

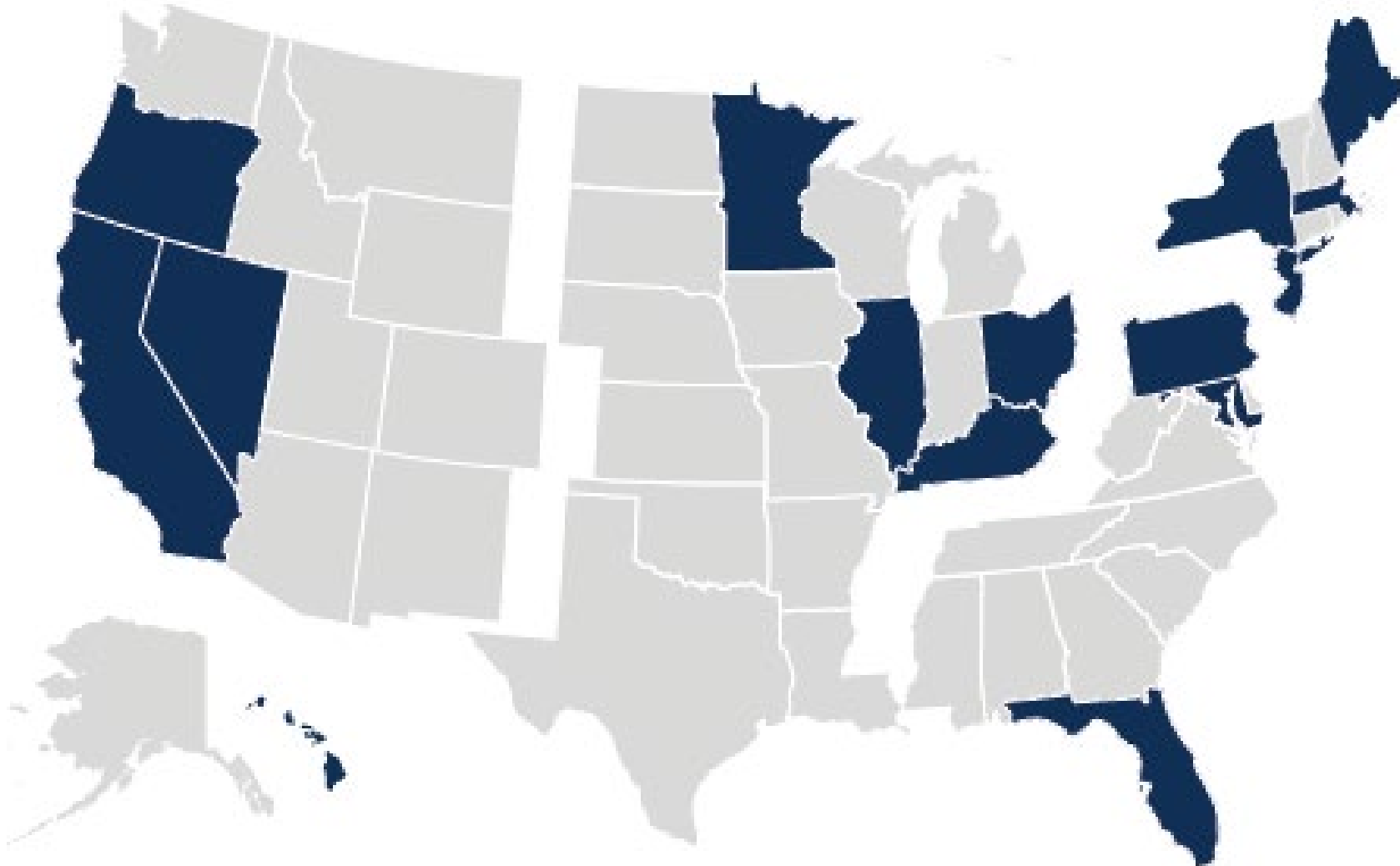
Collectively Bargained on a:

- Project Basis – Via PLA
- Perpetual Trade Group Insurance Basis Via CBA
- Allows for enhanced and streamlined medical care via a medical network for Workers Compensation Claims
- An alternative dispute process from the state court system

Approved and Monitored by State Workers' Compensation Authorities.



# Fourteen ADR States



### States Where ADR is Authorized

The following is a map to show the states in which ADR has been accepted as a mechanism for worker compensation administration.

- California
- Florida
- Hawaii
- Illinois
- Kentucky
- Massachusetts
- Maryland
- Maine
- Minnesota
- Nevada
- New York
- Ohio
- Oregon
- Pennsylvania





# Alternative Dispute Resolution: The ADR Solution | What is it?

## Worker Comes First Via Managed Medical Care

- Onsite Physician Assistants Provide Higher Level of Care Onsite and Project Specific Modalities.
- In-network Medical Care Allows Medical Treatment to be Prioritized.
- Care Coordinators and Nurse Managers Removes Uncertainty From Claims Process
- Streamlined Medical Treatment Results in Faster Claim Resolution.
- Reduces Long-term Absence From Work and Consequential Uncertainty Surrounding Payroll Benefits For Workers and Their Families

## No State Workers' Compensation Adjudication

- Ombudsperson/Arbitration: Two stage dispute prevention and resolution proactively resolves pursuits.
- ADR Does Not Impact a Worker's Legal Right to File a Lawsuit.
- Objective Medical Evidence Reduces Claims Escalation

## A Leg Up for Labor: Keeps Insurance Costs Down

- Reduced Upfront Insurance Rates and Collateral Requirement for Large Projects
- Incentivizes Owners and Developers to Use More Union Labor

Unions Have a Seat at the Table



# Site Programs and Activities



Onsite Wellness Coach

Onsite Mental Health Counselor

Mental Health First Aid Training



# Mental Health Counseling Testimonial



A Local 17 member was in a bad spot emotionally at the stadium this morning. After attending the mental health first aid training sponsored by JV, I felt I was better prepared for the situation. This allowed me to ask the tough direct questions and start the process of securing some help for the individual. As I was 15 minutes away from the site, I called a project manager who called safety to get to the member. When I arrived we got the member to the Mental Health Counselor and we were able to get some help from Crisis Services.

Our member couldn't believe that there were so many people willing to set aside whatever their day held to assist him. He was relieved to know he didn't need to deal with this alone. I really believe everyone involved today probably averted a catastrophic situation. I am so thankful and appreciative of the network of help that has been made available to the hundreds of employees at the stadium project. I would also appreciate if you could share this with your team and extend my gratitude to them as well. Sometimes preparation seems like rhetoric until you actually need it.



# PLA's 2024



- We entered into 17 Municipal PLAs in Westchester and Putnam Counties
- NYS DEP after a long negotiations between 3 Building Trades Councils with we entered a Statewide Roadway Improvement PLA and started new dialogue and updated the PLA to conform to NABTU and the State Trades standards.
- We entered a Historic Renovation of the John Jay Homestead with the NYS Parks Department and their agent for the project.
- The Morgan Stanely PLA is still active and working well and producing hours in the Private Sector.
- We started and finalized the Private White Plains Hospital PLA.
- We are close to finalizing the Private Elizabeth Seton Children's Hospital PLA
- We have just about wrapped up the Quasi Public Private Westchester Joint Water Works

Our Premier PLA with NYC DEP our Industry Partners Started in 2024



THE NEW YORK CITY DEPARTMENT OF  
ENVIRONMENTAL PROTECTION HILLVIEW RESERVOIR IMPROVEMENTS PROJECT AND KENSICO-  
EASTVIEW CONNECTION PROJECT

Skanska, JV and partner ECCO III Enterprises



# Thank You to Our Industry Partners



- CIC/BCA
- Hudson Valley Building Trades
- Rockland County Building Trades
- Albany Building Trades Council
- Local Union Affiliates and their members
- Our professional Contractors that assumes the risk and utilize the most professional and well-trained workforce in America
- NABTU and the New York State Building Trades for their resources and prompt responses.
- Ullico
- American Global
- AFL-CIO Housing Trust Initiative

