

PCA (Plumbing Contactors Association of Greater Chicago) Collective Bargaining Update:

Agreed-to Changes: Current Union Contract between PCA & Plumbers Local 130 UA (as of January, 2020)

Our current union Collective Bargaining Agreement (CBA) between the PCA & Plumbers' Plumbers Local 130 UA is effective June 1, 2017 through May 31, 2020. The PCA CBA with Local 130 covers all PCA members and all contractors affiliated with the Plumbing Council. Officials from our Association and the Union continue to fulfill a mutual commitment to meet regularly throughout each year for constructive dialogue aimed at supporting positive labor relations on behalf of all contractors PCA/Plumbing Council represents, and all Local 130 members.

A number of modifications to the current CBA (explained below and on back) were approved by PCA members in attendance at our Association membership meetings held on November 13, 2018 and on November 14, 2019, and regarding the final change at the bottom of p. 2, other side, (Article 4.8 Staffing) as of December 30, 2019.

HIGHLIGHTS:

- The new IL cannabis legalization law effective 1/1/2020 will not change the PCA-Local 130 Drug Policy: Marijuana will remain a prohibited substance and continue to be included in random-mandatory drug tests.
- Previously approved (11/13/18) changes to VSP and to the PCA-Local 130 Drug Policy on *follicle testing*.
- Previously approved (5/14/19) changes to the PCA/Local 130 *Residential Plumbing Service Agreement*.
- A *new bond amount category* was added, approved by members at 11/14/19 Labor Relations (LR) pre-meeting, to PCA Residential & Light Commercial Agreement *and* Residential Plumbing Service Agreement
- Changes to *Joint Arbitration Board* (JAB) language in PCA CBA, also approved at 11/14/19 LR meeting.
- Change in Apprentice Ratio from 2:1 (Two Journeymen to One Apprentice) to 1:1 (One Journeyman to One Apprentice) was signed by PCA & Plumbers Local 130 on 12/30/19 and effective immediately.

Explanations:

Recreational Cannabis Legalization in Illinois will NOT change the PCA-Local 130 Drug Testing Policy

Officials from the PCA and Plumbers' Local 130 UA at our recent "All Industry Meeting" on November 13, 2019 agreed that marijuana will not be removed from the drug testing panel, and will continue to be categorized as a prohibited substance in our Drug Free Alliance program. For the record: all individuals in the testing pool who test positive for marijuana before and after January 1, 2020 will be deemed "non-compliant" in accordance with our agreed-to mandatory and random Drug Testing policy that is administered for the PCA by Screen Safe, Inc.

Note: SB 1557, Amendment 1, allows for bargaining parties to still deem cannabis *prohibitive* and will not be in violation of the new Illinois state law that legalizes the use of recreational marijuana (cannabis). Passed by both the Illinois Senate and the Illinois General Assembly, and signed into law by Governor J.B. Pritzker.

Approved Changes from 2018 to Current CBA (2017-20): VSP; Follicle Test; Service & R&LC CBAs; JAB

Voluntary Savings Program (VSP): PCA members approved a change (requested by Local 130) to the VSP at our November 13, 2018 PCA meeting. Result: Contractors are no longer are required to deduct and remit VSP savings with benefit payments. Instead if a contractor offers direct deposit, Local 130 members may have a set amount go to a savings account of their choice. If direct deposit is not available, nothing prevents Local 130 members from allotting savings directly with their bank. Previously, MB Financial was the sole financial institution used for VSP. That is no longer the case. The agreed-to VSP change eliminated a cumbersome process for our signatory contractors and simultaneously reduced Local 130's administrative costs – without inconveniencing its members.

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Change to Random/Mandatory Drug Testing: Newly organized (from the non-union) may delay follicle test: At Local 130's request, the PCA agreed to allow newly organized members from the non-union to delay follicle tests to occur *within* 90 days. What remained: newly organized Local 130 members must pass a urine drug test upon entry. However they now can take, yet must pass, a hair follicle test within 90 days. The PCA did not see this as an unreasonable request, and it may help union organizing. While cannabis will be legal in Illinois on 1/1/20, but the PCA-Local 130 Drug Policy will not change regarding marijuana use, this modification will remain in effect.

Changes to Residential Plumbing Service Agreement – Achieving a mutual goal of Local 130 and the PCA to permanently “tie” wages & benefits on a *percentage* basis to our Master Agreement journeymen wage sheet, the Residential Plumbing Service wage package increased in 2019 by over \$8.00 an hour. However, a major change to this agreement added new metal trades categories (MS3 – MS7) designed specifically for individuals who do not perform plumbing licensed work nor want to obtain a plumbing license in the foreseeable future or not at all. Absent this change, Service Agreement employees would be compelled to enter the apprentice program or transition into metal trades under the Master Agreement. These changes were approved at our 5/14/19 PCA meeting.

As published in Fall 2019 issue of the PCA/Plumbing Council's "At Work" newsletter (page 2), for the record:

During a special meeting on November 14, 2019 at the Erie Café in Chicago, PCA contractors voted overwhelmingly to approve proposed CBA language modifications previously agreed to by our PCA Labor Relations Committee and UA Local 130 concerning changes to the current CBA (2017-2020); the current Residential & Light Commercial Agreement—Schedule A with the UA; and the current Residential Plumbing Service Agreement with UA Local 130. The following is a summary of new language that takes effect immediately:

Article 3.4 (JAB—Other Contract Violations) - The PCA will be notified by the Union Rep. in writing of contract violations. In addition, PCA signatory contractors will be in violation of the CBA if they fail to provide a competitive bid on backing supports for plumbing fixtures & accessories from an appropriate bid package. Furthermore, any plumbing foreman or superintendent who *knowingly* (instead of *willfully* – as it was stated previously in the CBA) refrains from directing journeymen or apprentices under his/her charge to install all backing and accessories related to a plumbing system shall be found in violation of this agreement.

Article 3.5 (JAB Hearing) - All JAB dispute notices shall be provided to the Employer no later than twenty-one (21) days before the scheduled date of the hearing. This said hearing notice shall include or be accompanied by a plainly stated explanation of the specific violations citing the contract sections and language that the Employer is being charged with, and shall clearly state that it is permissible for the Employer's attorney to be present at the JAB hearing and all related meetings at which the Employer is present. In addition, any decision of the JAB shall be issued in writing within thirty (30) days of the hearing or within thirty (30) days of any additional information requested by the Board. Also, the JAB has the power to assess attorney fees and costs.

Residential & Light Commercial Agreement (Schedule A) with the U.A. and the Residential Plumbing Service Agreement with Plumbers' Local 130 (New Bond Categories) - Changed the “26-35” category to “25-31” at \$200,000; added a new “32-37” category at \$245,000; and changed “36+” category to “38+” at \$280,000.

Change Approved & Implemented Regarding Apprentice Ratio (signed December, 2019; effective immediately)

Article 4.8 Staffing: Apprentice Ratio – On December 30, 2019, the PCA and Plumbers Local 130 signed off on an agreed-to change to our current Collective Bargaining Agreement (June 1, 2017 to May 31, 2020). This change now allows for an Employer to apply a 1:1 (one to one) ratio of one (1) journeymen to one (1) apprentice. [Previously, the ratio was two (2) journeymen to one (1) apprentice.] The new language reads: “*An Employer who employs at least one (1) journeyman may also employ one (1) apprentice for performance of jurisdiction work. A one (1) journeymen to one (1) apprentice ratio shall be maintained at all times, except as specified by this agreement. A Working Contractor shall count as a journeyman for the purpose of establishing this ratio.*” The change in the Apprentice Ratio in the PCA & Local 130 CBA became effective immediately as of 12/30/19.