

PCA Midwest and UA Local 130 Tentative Agreement

Duration: June 1, 2017 – May 31, 2020

Wages: June 1, 2017 – May 31, 2018 - \$2.05 per hour increase
June 1, 2018 – May 31, 2019 - \$2.10 per hour increase
June 1, 2019 – May 31, 2020 - \$2.15 per hour increase

Parties to the Agreement, Section 1.1

Recordkeeping Item

Added Agreement date of **June 1, 2017** between the **Plumbing Contractors Association Midwest (PCA)** and **Plumbers Local Union 130 UA**.

(All references throughout the Collective Bargaining Agreement to Plumbing Contractors Association of Chicago and Cook County or Plumbing and Mechanical Contractors Authority of Northern Illinois (PAMCANI) will be changed to Plumbing Contractors Association Midwest or "PCA".

All references throughout the Collective Bargaining Agreement to Chicago Journeymen Plumbers' Local Union 130, U.A. will be changed to Plumbers Local 130 UA or "Union".

All references throughout the Collective Bargaining Agreement to Plumbers Local 130 Benefit Funds Data Center LLC will be changed to "Benefit Funds".)

Recognition Clause, Section 1.2

Recordkeeping Item

Changed Fifty-Two (52) Articles of Jurisdiction of the United Association to “Articles of Jurisdiction.” *(Note: ensures that only what the parties to our CBA agree to are included).*

Union Shop, Section 1.3

Deleted Language *(contradicts Article X)*

The Employer shall notify the Local 130 Office of a new hire by the time that employee receives his first payroll check.

Access to Premises, Section 1.6

New Language Added

Duly authorized representatives of the Union or of the Joint Arbitration Board shall, for cause, be allowed to visit any job and/or any Employer's place of business during working hours to interview the Employer or the Employer's duly authorized representative, or the men in his employ, to determine compliance with the Agreement, **but there shall be minimal interruption to the progress of the work**. Further, it is agreed that job site visits by a Union representative are without **additional** restrictions but that visits to the shop shall be by appointment if that is the Employer's policy.

Staffing, Section 4.8
New Language Added

An Employer who employs at least two (2) journeymen may also employ one (1) apprentice for performance of jurisdictional work. A two (2) journeymen to one (1) apprentice ratio shall be maintained at all times, except as specified by this Agreement. The Working Contractor shall count as a journeyman for the purpose of establishing this ratio.

An Employer who employs at least one (1) apprentice may request one (1) metal tradesman for the performance of non-jurisdictional work. Thereafter, an employer may request one (1) additional metal tradesman for every five (5) apprentices employed. This ratio does not apply to employees in the Mc through Me classifications described in Section 4.8(b) of this Agreement.

Employers engaged in residential work related to the service, maintenance and construction of single family residences, garden type and walk-up residential apartments of three levels or less as well as Employers engaged in commercial and service maintenance (defined as interior plumbing not exceeding \$30,000) shall be entitled to a one (1) to one (1) journeyman to apprentice ratio.

Note: This additional language replaces the previous use of a Journeyman to Apprentice chart.

The Metal Trades Division of the Union is composed of members employed by Employers to perform tasks not requiring a plumber's license or other tasks described as non-jurisdictional work or **Prevailing Wage jobs.**

Staffing, Section 4.8
Deleted Language

An Employer employing at least two (2) building tradesmen may request one metal tradesman for performance of non jurisdictional work. A second metal tradesman may be requested by an Employer employing at least ten (10) building tradesmen to one metal tradesman. Thereafter, additional metal tradesmen may be referred to an Employer employing at least twelve (12) building tradesmen in ratios of ten (10) building tradesmen to one metal tradesman. At no time may the number of metal tradesmen exceed the number of apprentices in a shop. This ratio does not include Mc through Me classifications.

Metal Tradesman Mc-Md-Me, Section 4.8 (a)
Deleted Language

If an apprentice is not available, a Contractor may still hire a metal Tradesman.

Metal Tradesman Mc-Md-Me, Section 4.8 (a)
New Language Added (4-12 months – Md)

With completion of probationary period, wages ~~Wages~~ remain at 26% of the then current Building Trades Journeyman Plumbers rate, **benefits to be paid in accordance to Appendix C.**

Deleted Language (4-12 months – Md)

Employer will provide a statement of credible welfare coverage for an Employer paid welfare plan for non-bargained employees or a payment of \$5.07 per hour into the Plumbers 130 Welfare Plan at the then current actuarially established rate. A one Dollar (\$1.00) per hour contribution to the Plumbers 130 Retirement Fund, a Defined Contribution Plan. The per capita portion of Plumbers Local 130 Union dues, and Union membership and contributions shall be paid to the Plumbing Industry Fund for each hour worked.

New Language Added (Year 2 – Me)

*Upon the employee's anniversary date of hire, the rate of pay shall be twenty-eight (28%) of the then current Building Trades Journeyman Plumber's rate; **benefits to be paid in accordance to Appendix C.***

Deleted Language (Year 2 – Me)

If welfare coverage is provided through an Employer plan, Employer will continue to provide insurance coverage for two (2) calendar quarters to bridge any gap in insurance coverage for the person to obtain eligibility in the Local 130 Welfare Plan upon becoming a JAC apprentice or M3 metal tradesman. Coverage for Me class employees shall continue until eligible for health and welfare coverage as a JAC apprentice or M3 metal tradesman if still employed.

Deleted Language (Mc-Me)

An employer sponsored "major medical" health and welfare plan will be provided to the Md and Me employees. Alternatively, if the employer does not have a group plan, the Employer can contribute \$5.07/hour or such actuarially determined amount as required to the Plumbers 130 health and welfare program. The plan will not contain retiree medical, dental, weekly disability, vision, death benefits, hearing aids or a wellness component.

Note: The deletion of the language above requires the "M" designations to be covered by the Local 130 Welfare Plan rather than a plan offered by the contractor to non-bargained employees of that company.

OSHA 30 Hour for Construction: Section 4.13 (a)

New Section Added

In the case when a job site requires a member to earn OSHA 30 certification, the contractor shall cover the cost of the training. The member may complete the training on his own unpaid time. Training may be completed using an OSHA-approved online course, or at an OSHA-approved training facility of the member's choosing, provided the employer has provided approval in advance.

Illinois or Chicago Plumbing License Renewal and Continuing Education: Section 4.20
New Section Added

Journeyman or Apprentices shall maintain a valid and current Illinois or Chicago Plumbing License. It shall be a requirement of this agreement for a Local 130 Journeyman Plumber to obtain and maintain a valid and current plumbing license, to provide proof of valid 4-hour Continuing Education (C.E.) credits in a 12-month period.

Stand-alone Shift Work, Section 5.5 (a)
New Section Added

For there to be stand-alone shift work through the normal Monday through Friday work week, there need not be a first shift during normal working hours. Notification of Shift Work shall be provided to the Union Office and Association prior to commencement of work. Stand-alone shift work must continue for a period of not less than five (5) consecutive working days.

Employees on stand-alone shift work shall be paid fifteen percent (15%) above the applicable hourly rate. Shift Work does not apply when an employee works 8 hours at the basic hourly rate prior to the shift. Saturday, Sunday and Holidays are not included in stand-alone shift work and are to be paid in accordance with Article V Section 5.1, 5.2, and 5.4.

Note: Shift work no longer requires a first shift in order to have a second and third shift. The premium pay for second and third shift remains the same as before, at 15% over scale..

Wage Rates and Fringe Benefits, Section 6.1
Recordkeeping Item

Reference Contractors pay into the PCA Industry Fund (Plumbing Council).

Wage Rates and Fringe Benefits, Section 6.1
New Language Added/Language Deleted

*Any journeyman member of the Union who is not licensed by the City of Chicago or the State of Illinois shall be issued an apprentice license. The Newly organized **journeyman** members without a valid City of Chicago or State of Illinois plumbing license will be classified as metal trades and shall obtain a plumbing license within 12 months or future wage increases may be withheld ~~will be given twelve (12) months in which to obtain a journeyman plumbing license or future wage increases will~~ **may be withheld, until a rate equal to 80% of the then current journeymen rate is reached. The journeymen wage rate will be reinstated upon receipt of a current journeymen license.** (Appeals due to extraordinary circumstances will be referred to the Joint Arbitration Board **or JAC whichever is applicable**).*

Supervision Wages, Section 6.2

Recordkeeping Item / New Language Added

Change section 6.2 from Foreman's Wage to Supervision Wages.

The foreman's scale will now refer "per Appendix C" rather than having a number that would have to be updated through the document.

Effective June 1, 2017, the Sub-foreman rate shall be 3% above the most current journeymen wage scale. All increases will be rounded to the nearest \$0.05 increment.

Effective June 1, 2017, the Foremen and Inspectors rate shall be 6% above the most current Journeymen rate. All increases will be rounded to the nearest \$0.05 increment.

Effective June 1, 2017, the Superintendents & District Foremen rate shall be 8% above the most current Journeymen rate. All increases will be rounded to the nearest \$0.05 increment.

Apprentice's Wage, Section 6.3

New Language Added / Deleted Language

Fourth and fifth year apprentices will be required to attend additional *continuing education* courses as prescribed by the Joint Apprentice Committee. Wages will not be paid for attendance. However, a twenty-five dollar (\$25.00) per day per diem will be paid by the Employer to offset transportation and meal expenses.

Political Action Fund Check Off, Section 6.6 (a)

Recordkeeping Item

The amount authorized will now be in accordance with "Appendix C" rather than a deduction of \$0.05 cents.

Note: the Local 130 may change the PAC deduction amount at its discretion. Authorization by the Local 130 member for the PAC amount to be deducted remains a requirement.

Bond Requirements, Section 6.8

Recordkeeping Item / New Language Added / Deleted Language

Change Data Center to Benefit Funds in all sections.

Bond Requirements, Section 6.8

New Language Added

Each Employer shall be required to obtain, maintain, in full force and effect and keep on file with the Union and the **Benefit Funds** either a dual bond or two separate bonds, **or a letter of credit**, to secure all monetary obligations pursuant to the following schedule.

| Number of Employees | Amount of Bond |
|----------------------------|-----------------------|
| 0 to 2 | \$25,000 |
| 3 to 5 | \$50,000 |
| 6 to 12 * | \$125,000 |
| 13 to 19 | \$200,000 |
| 20 to 39 | \$300,000 |
| 40 to 69 | \$600,000 |
| 70 to 99 | \$800,000 |
| 100 to 149 | \$1,200,000 |
| 150 and above | \$1,500,000 |

***Mandatory bond or letter of credit required for 6 or more men.**

Bond Requirements, Section 6.8

New Language Added / Deleted Language

Each Employer shall obtain the bonds required by this Section with a minimum rating of "B" according to the Best or Moody rating service. In lieu of such bonds, the Employer may obtain bank letters of credit to secure such obligations in such form and on such terms as determined by the Union. This letter of credit shall be held in the Union's possession with a Certified Copy provided to the **Benefit Funds**. An Employer who **employs less than six (6) men and** is unable to obtain such bond or letter of credit shall ~~so certify in writing to the Union and~~ make payment of wages and all deductions and contributions required by this Agreement on a weekly basis ~~by cashier's check. In the event of an employer's failure to secure the required bond or letter of credit, the employer will be required to post with the union a credit or debit card acceptable to the union with a line of credit equal to, or greater than, the average of one (1) month benefit obligations with all charges or fees imposed by the card issuer to be paid by the Employer.~~ Weekly reports and payments of all contributions and deductions provided for in this Agreement are due on Thursday of the week following the week for which they are owed.

In the event of an Employer's failure to secure the required bond or Letter of Credit, an agent of the Employer must sign an agreement to be jointly and severally liable along with the company for all wages and fringe benefits that become due during the weekly period.

Contractors must comply with this new bonding requirement by September 1, 2017.

Prevailing Wage Reporting, Section 6.9 (a)

New Section Added

The employer may complete in conjunction with the Benefit Funds monthly payroll reports: wages, hours & job locations for local, state or federal projects. This may include but not be limited to Davis Bacon, prevailing wage and certified payroll reports. The forms will be provided by the Union.

Apprentices, Article VIII

Entire Article Deleted:

Provisions of former Article VIII have been incorporated into Section 4.8: Staffing and Section 6.3: Apprentice's Wage.

Hiring, Article X

New Language Added / Deleted Language

Each ~~journeyman~~ **member** shall request a referral slip from the Local Union office when changing jobs and present same to his new Employer. If a ~~journeyman~~ **member** does not obtain said referral slip, he may be cited before the Executive Board of the Union. The Employer may be held responsible to the Joint Arbitration Board for anyone he hires and puts to work without a referral slip. The Union shall refer applicants for employment according to the following minimum standards:

4. All referral slips must contain the following information:
 - a. The employee's name, United Association number, the last four digits of the social security number, plumbing license number (**if applicable**), address, telephone numbers, and e-mail address (if available);
 - b. The employee's certifications, i.e., **the required four (4) hours of Illinois or Chicago-approved Continued Education (CE) credit each year**, OSHA, HAZCOM, competent person, safety course, cross connection and backflow license, etc.;

Plumbing Service Agreement: Article XVII

Recordkeeping Item

New Residential Plumbing Service Agreement to be introduced effective with new CBA (2017-2020).

Occupational Jurisdiction: Appendix A

New Language Added

53. **All field layout, locating of plumbing, superintending, installation, maintenance and repair with respect to plumbing. Not limited to the use of robotic total stations or other similar equipment to locate and lay out all plumbing systems within the building.**

Flexible Workday and Workweek: Appendix B
Recordkeeping Item

Split #5 item into two paragraphs. Moved 2nd paragraph from item #5 and made new item # 6 and changed subsequent item numbers. (*Note: No change to the existing language.*)

Alcohol and Drug Program: Appendix D
New (Mandatory/Voluntary) Language Added to Drug Free Alliance Program Policy Booklet

TO ALL SIGNATORY EMPLOYERS, CONTRACTOR EMPLOYEES AND UNION MEMBERS:

This program applies to Local 130 members (journeymen and apprentices) employed by all employers who are signatory to an Agreement between PCA Midwest (Plumbing Contractors Association Midwest) and Plumbers Local 130 UA; the WSA (West Suburban Plumbing Contractors Association) and Plumbers Local 130 UA; or the Kankakee & Iroquois Counties Plumbing & Piping Contractors Association and Plumbers Local 130 UA. Included in the testing pool shall be all members, officials and employees of Plumbers Local 130; all employees of all Local 130 Trust Funds (Pension, Welfare and Joint Apprenticeship Committee); and all Employer Association employees (PCA; WSA; Kankakee/Iroquois). This program may also include owners (contractors), sales, clerical, management, maintenance as well as applicants for any such positions provided that the contractor/owner elects to require participation by all non-bargained employees of the company. Contractors who agree and commit to testing all employees (including non-bargained employees) may alter their status for testing all company employees or for testing only bargained-for employees who are Local 130 members by notifying the respective Employer Association's Executive Director of their choice of status by or before June 1 of each year.

Note: Contractors will now have the choice to either include only the Plumbers Local 130 members they employ in the drug testing program (only Local 130 members names will be included in the random drug testing participant pool) OR may choose to include all employees of the company in the drug testing program (all employees will be included in the random drug testing participant pool)..