

SPRINKLER FITTERS AND APPRENTICES UNION

LOCAL NO. 281 AFL-CIO

of the UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA

Telephone: (708) 597-1800

FAX: (708) 597-1894

11900 SOUTH LARAMIE AVENUE
ALSIP, ILLINOIS 60803



December 3, 2008

To the Local 281 Contractors

Dear Sirs:

The Sprinkler Fitters Union Local 281, U.A. contractors were notified on November 3, 2008 that the number of unemployed members has exceeded seven percent (7%) of the available workforce of Journeymen and Apprentices. Since that time, several additional members have been laid off. The current number of unemployed members is one hundred fifty-seven (157). Local 281 currently has one thousand three hundred sixty-eight (1368) available journeymen and apprentices.

We are contractually obligated under Article 7, Paragraph D of the Collective Bargaining Agreement to invoke the Double Time Provision of that Article which states,

“It is understood that during the life of this Agreement, the overtime provisions as outlined in this Article, shall not require approval of the Labor Management Cooperation Committee. Should the unemployment rate within Local 281 membership (available Journeymen and Apprentices) exceed seven percent (7%) for a period of thirty (30) days, the overtime rate for work performed during the first eight (8) hours on Saturday shall revert to double time. The Labor Management Cooperation Committee will then assume their responsibility in accordance with this Article and review requests for any further overtime on Saturday with penalties being assessed by the Committee against any contractor or employee who does not abide by the Committee's assessment.”

As per Article 7 of the Collective Bargaining Agreement, effective December 6, 2008, the overtime rate for the first eight (8) hours on Saturday shall be at the double time rate. **Emergency overtime is the only overtime permitted.** Emergency overtime, however, must be approved by the Labor Management Cooperation Committee.

This Article is not being invoked in an attempt to punish our contractors during these difficult times. It was put in place to provide an opportunity to employ our unemployed members, even for a short period of time. It is the hope and intention of this Article that instead of working on Saturdays that another member could be hired to complete the work during regular hours.

I have enclosed an Overtime Request Form. All contractors must complete and submit all requests for overtime on this form to Chairman of the Labor Management Cooperation Committee, John Zubricks, 11900 South Laramie Avenue, Alsip, Illinois, 60803, telephone (708) 597-1800, fax (708) 597-1894; and the Secretary of the Labor Management Cooperation Committee, Gregg Heunnekens, 28427 North Ballard Unit H, Lake Forest, Illinois, 60045, telephone (847) 816-0050, fax (847) 816-0098. Overtime may not be worked until the request has been approved in writing by the Labor Management Cooperation Committee. If the Overtime is scheduled outside of regular business hours, this form must be submitted the next business day.

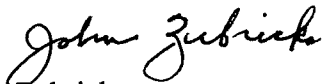
This provision will remain in effect until the unemployment rate drops below seven percent (7%) for a period of thirty (30) days. All contractors will be notified in writing when this provision is suspended.

All Local 281 Signatory Contractors are routinely sent the out of work list each Monday. Any contractor may request an out of work list at any time by contacting the Union Office at (708) 597-1800 or Local 281 Business Representatives, Kevin Connolly at (708) 906-1229 or Edward Slepki at (708) 243-0865. I have enclosed the most recent out of work list. This list is the unemployed Journeymen only. In addition to the Journeymen on this list, there are currently 20 Apprentices out of work. If you wish to hire one of these Apprentices, please contact William Dalton, Apprentice Coordinator at (708) 597-1800.

The members of Sprinkler Fitters Union Local 281, U.A. will be notified that the Overtime Provision has been invoked effective December 6, 2008.

Your cooperation in this matter will be greatly appreciated.

Sincerely yours,



John Zubricks
Business Manager

JZ/emr
enc.

Sprinkler Fitters Union
Local 281, U.A.

OVERTIME REQUEST FORM

Name of Sprinkler Contractor: _____

Name of Sprinkler Foreman: _____

Name of Job Site: _____

Address of Job Site: _____

Name of General Contractor or Architect: _____

Date of Overtime: _____

Approximate Time Required to Complete Job: _____

Reason for Emergency Overtime:

Please Briefly Describe Job: (circle the description that applies.)

Industrial Commercial Office Building Hospital School

High Rise or Low Rise Number of Floors _____

New Construction or Existing Construction _____

Return to: Sprinkler Fitters Union Local 281
11900 South Laramie Avenue
Alsip, Illinois 60803
Fax (708) 597-1894

Gregg Heunnekens
28427 N. Ballard Unit H
Lake Forest, Illinois 60045
Fax (847) 816-0098