

## **FACTS ABOUT TENTATIVE AGREEMENT:**

No Changes to Articles 1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 14, 15, 16, 21, 22, 23, 24, 26, 27, 28, 29 and 30. No changes to Appendix A, B or C.

No Changes to Residential – No Residential Rate. No “B” Card.

Increase in Health & Welfare Contributions.

Union Right to Allocate Wage/Economic Package.

Double Time WAS NOT Eliminated – just limited by removal of 7% unemployment language.

Addendum D was added to include the United Association Standard For Excellence.

### **Summary of Changes in Articles 7, 8, 17, 18, 19, 20, 25 and 31:**

Article 7 - Hours of Work, Overtime and Shifts– standard work hours 6 a.m. to 4:30 p.m.; ½ hour lunch between 11 a.m. and 1 p.m.; 15% off hours until 3 a.m. on Saturdays; time and a half for pump tests; double time for service and emergency work between midnight and 6 a.m., otherwise time and a half, elimination of 7% unemployment language.

Article 8 - Wages – see next page for exact tentative agreement language.

Article 17 – Apprentices – changes for newly indentured apprentices after June 1, 2011 only – slight reduction in wage percentage and benefits.

Article 18 – Health & Welfare – see next page for exact tentative agreement language.

Article 19 – Pension – changes made to reflect annual \$0.15 increase to pension contributions.

Article 20 – Supplemental Pension (SIS)– changes made to reflect current contribution of \$2.85, union has right to allocate up to \$0.50 in years 2 and 3 of the term of the collective bargaining agreement.

Article 25 – Bonds – changes to bond thresholds: 1-5 employees = \$35,000; 6-12 = \$75,000; 13-20 = \$150,000; 21-50 = \$350,000; 51+ = \$600,000; increase in escrow from \$5,000 to \$6,000.

Article 31 - Industry Substance Abuse Program – drug testing program will be established and commence three months from date of ratification of the collective bargaining agreement.

**All members will receive a copy of the fully executed Agreement once it is ratified and signed by both the Union and NFSA.**

**TENTATIVE AGREEMENT – JUNE 14, 2011 8:30 PM**

*MJC WPA 6-14-11 FB*

**Article 18: to be added to existing language**

For the purpose of the support, maintenance and administration of the Fund, each contractor party to this Agreement shall pay to the Fund **\$9.25** per hour effective June 1, 2011 for all hours worked by all employees covered by this Collective Bargaining Agreement. This increase shall be funded from the existing wages, with no additional cost to the employer.

For the purpose of the support, maintenance and administration of the Fund, each contractor party to this Agreement shall pay to the Fund **\$9.75** per hour effective January 1, 2012 for all hours worked by all employees covered by this Collective Bargaining Agreement. Fifty Cents (\$0.50) of the above-mentioned contribution (\$9.75) is to establish the 281 Health and Welfare Fund – Retired Employee Subsidy Account (RESA). This increase shall be funded from the existing wages, with no additional cost to the employer.

For the purpose of the support, maintenance and administration of the Fund, each contractor party to this Agreement shall pay to the Fund **\$10.25** per hour effective June 1, 2012 for all hours worked by all employees covered by this Collective Bargaining Agreement. Fifty Cents (\$0.50) of the above-mentioned contribution (\$10.25) is to be applied to the 281 Health and Welfare Fund – Retired Employee Subsidy Account (RESA). This increase shall be funded from the existing wages, with no additional cost to the employer.

For the purpose of the support, maintenance and administration of the Fund, each contractor party to this Agreement shall pay to the Fund **\$10.75** per hour effective June 1, 2013 for all hours worked by all employees covered by this Collective Bargaining Agreement. Fifty Cents (\$0.50) of the above-mentioned contribution (\$10.75) is to be applied to the 281 Health and Welfare Fund – Retired Employee Subsidy Account (RESA). This increase shall be funded from the existing wages, with no additional cost to the employer.

**Article 8:** *MJC WPA FB*

Effective June 1, 2011, there shall be no increase to the economic package.

Effective June 1, 2012, there will be a wage increase of Fifty Cents (\$0.50) per hour. The Union has the right to allocate up to Fifty Cents (\$0.50) per hour to SIS or existing funds, but not to include Health & Welfare Fund/RESA for the term of this Agreement.

Effective June 1, 2013, there will be a wage increase of Fifty Cents (\$0.50) per hour. The Union has the right to allocate up to Fifty Cents (\$0.50) per hour to SIS or existing funds, but not to include Health and Welfare Fund/RESA for the term of this Agreement.

Effective January 1, 2014, there will be a wage increase of Seventy-Five Cents (\$0.75) per hour.

Effective January 1, 2013, there will be an increase to the rate of wage for Foreman of Fifty Cents (\$0.50). The rate of wage for Foreman shall be a minimum of Two Dollars (\$2.00) per hour above the Journeyman's rate through December 31, 2012. The rate of wage for Foreman shall be a minimum of Two Dollars and Fifty Cents (\$2.50) per hour above the Journeyman's rate on January 1, 2013.

*MJC WPA  
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