



Volume 17 | Issue 2

From the CEO's Desk

What the Funding Improvement Plan Update Means for You

As you may have heard by now, during a March International Pension Fund meeting, trustees unanimously approved a funding improvement plan (FIP) update. The fund has been certified as “Endangered” or in the yellow zone since 2009, but this year, the fund has been certified as “Seriously Endangered,” or in the orange zone for the first time. The funding improvement plan was first implemented on Jan. 1, 2012, but some low percent returns in 2014 and 2015, along with contribution hours missing the five-year projection by over 22 million hours, have created a shortfall.



The word *update* is very important to note here. The trustees did not approve a new FIP; they *updated* the existing one. The updated FIP still has two schedules – a default and preferred. The total increased contributions required in your area must be in the CBA on or before Dec. 31, 2021. If your agreement expires while the IPF remains certified as Seriously Endangered (or Orange Zone) prior to Dec. 31, 2021, and you and your labor partner have not incorporated the FIP Update into your new collective bargaining agreement, the FIP Update Default schedule will be automatically implemented by the International Pension Fund beginning 180 days after expiration of your CBA.

So what does this mean for you as an FCA community member? It depends on your local area. There are many factors to consider: whether you went with the default or preferred schedule to the original FIP, your 2012 base rate, your current rate, etc. FCA International has all the information available to help you decide on the best course of action forward. I encourage you to reach out to your regional vice presidents. They are educated and ready to help.

My understanding is there is a lot of discussion regarding eligible workers retiring prior to Jan. 1, 2018 when the FIP Update goes into effect. The early retirement benefit changes in the FIP Update have **no effect** on retirement eligibility rates, pension payable at normal retirement date or pension payable to terminated vested participants. There is NO benefit for retirement prior to Jan. 1, 2018 based on the FIP Update.

If you would like to get the latest on the Pension Fund please contact the FCA office for the International Pension fund Update to the 2012 FIP, the FIP Update bullets and suggested CBA Language for future International Pension Increases.

Win the day – Tony

Industry Events



The International Leadership Council Begins This Week!

The 2017 FCA International Leadership Council is just around the corner! Leaders are coming to Chicago from May 17-20 to network, learn, share and celebrate FCA's 20th anniversary. This year's event features trade forums and regional forums, where FCA members will discuss the issues impacting their businesses and areas with their peers and develop solutions.

FCA is holding its Platinum Celebration on Thursday evening (May 18) to celebrate its legacy of leadership! Mike Ditka, pro football hall of fame tight end and coach of the Super Bowl winning 1985 Chicago Bears, will be a special guest (sponsored by [FCA of Chicago](#) and [FCA of Illinois](#)).

Registration is still open leading up to the event! [Click here](#) to register and access the most up-to-date schedule of events.

FCA Members on Capitol Hill for Legislative Conference

Twenty-five FCA attendees were in Washington, D.C. earlier in the month for the Construction Employers of America's (CEA) National Legislative Conference. Attendees came from six different local associations, including: Eastern Contractors Association, FCA of Illinois, FCA of St. Louis, Interior Finish Contractors Association of Delaware Valley, Los Angeles Painting & Finishing Contractors Association and the New Jersey Glass & Metal Contractors Association. FCA's attendees participated in 32 meetings with their Congressional Representatives and staff over the short, two-day period.

Contractors

FCA Quarterly Safety Webinar on OSHA Recordkeeping

On Tuesday, May 9, FCA held a webinar on OSHA's Recordkeeping Rule. OSHA issued an update to its Recordkeeping Rule that took effect on Jan. 1, 2017. The webinar covered the updated and new requirements to the recordkeeping rule, review basic recordkeeping requirements (as well as maintaining and posting of those records) and severe injury reporting requirements. [Click here](#) to access the webinar on FCA's YouTube page.

The FCA Safety Bulletin for April is now available [for download](#). This month's bulletin discusses hazard communication, chemical gloves, OSHA's crane operator safety requirements compliance deadline, and OSHA's delayed enforcement of its crystalline silica standard.

FCA members continue to utilize the Toolbox Talk Program and the FCA Safety Line. The **Toolbox Talk Program** features a comprehensive library of talks (in both English and Spanish) that are both trade and industry specific. The program also features a calendar of talks members can follow. If you would like to take advantage of this program, contact [Darlene Shonder](#).

The **FCA Safety Line** is a free service any FCA member can utilize to have their safety questions answered directly by a safety expert. To contact the safety line, call the number or email safetyhelpline@finishingcontractors.org!

FCA SAFETY Line[™]
(844) 414-SAFE

FCA International Quality Program

Have you taken advantage of [FCA's Quality Program](#) yet? Through this program, FCA provides trade-specific quality manuals and control plan documents to its members at no charge. Customized jobsite-specific documents are also available. Contact your regional vice president to learn more or [request your free manual online!](#)

FCA International Video: Our Story

Want to learn more about your international contractor association? FCA developed a quick video that provides an overview on how FCA works, its place in our industry structure and some of the products and services available to members that were designed to increase opportunities and enhance profitability. Visit www.myfcainternational.org or click on the image below to learn more!



Advisory Committees

FCA Architectural Glass & Metal Forum: Continuing Glass' Momentum

Architectural glass & metal members from throughout North America will join facilitator Richard Voreis (CEO of Consulting Collaborative) at the [International Leadership Council](#) for an interactive workshop forum focused on keeping the trade at the forefront of the construction industry. This forum's group conversations will help identify major initiatives, opportunities, challenges, obstacles and needed industry changes. Don't miss the conversation on contractor certification, GlassCon Global, the University Program and more!

FCA Drywall Forum Covering Certification, Workforce, Training and More

Richard Bright, FCA's Director of Business Development and the CEO of the ASA, is facilitating the Drywall Forum during the [International Leadership Council](#). Drywall members from throughout North America will discuss the issues impacting their trade and develop action items to strengthen the drywall industry. Some topics that will be covered during this forum include workforce and training, contractor certification, comprehensive recruiting guide, vendor/manufacturing support and the pulse of the industry initiative.

FCA Flooring Members Touring Chicago's Merchandise Mart

The [International Leadership Council's](#) flooring attendees will be taking a trip to some of the best showrooms in North America at Chicago's Merchandise Mart (TheMART)! Members will take a guided tour where they will see the newest innovative products, talk with leading mills and manufacturers and network

with their peers during an offsite lunch. TheMART is the largest commercial building in the world and is so big it has its own zip code!

FCA Industrial Coating Forum: Strengthening the Industrial World

Industrial Coating Contractors from throughout North America will discuss their trade during the [International Leadership Council's](#) Industrial Coating Forum. Facilitated by Teresa Magnus, Principal of Magnus & Company, the forum will feature group discussions on topics including SSPC programs, public private partnerships, workforce development and OSHA/EPA regulations. The discussions held during this forum will help develop real solutions to issues impacting the industrial coating industry.

FCA Painting & Wallcovering Forum Continuing the Paint Forum's Momentum and More

Craig Bunting, Benjamin Moore's Director of Marketing, will facilitate the Painting & Wallcovering Forum at the [International Leadership Council](#). Painting & Wallcovering contractors from throughout North America will discuss the issues impacting their businesses. Some of the discussion topics that will be covered include: wallcovering initiatives from the last FCA Paint Forum, industry updates (on SSPC, ASC, PDCA/FCA), vendor/manufacturer support and the pulse of the industry initiative. The conversations held during this forum will lead to bottom-line resolutions to contractor issues specific to the painting & wallcovering trades.

FCA Emerging Leaders' Summit: Top-of-the-Line Education and Networking for the Now and Later

FCA's emerging leaders are holding a one-day summit immediately following the [International Leadership Council](#). The Emerging Leaders' Summit is being held on May 20 from 9:30 AM-4 PM, and all emerging leaders should [register for the event here](#). The summit will feature presentations on soft skills ("Learning to be Heard" by Dennis Doran, Doran Associates), online development ("Your Company's Digital Presence" by John Shearer, CEO of Shearer Painting), and issues contractors need to know in 2017 ("Six Issues Every Signatory Finishing Contractor Business Owner/Operator Needs to Know in 2017" by Mike McNally, Felhaber Larson).

Labor-Management

LMCI's Online Professional Development Library Available to All FCA Contractors!

All FCA contractors are eligible to receive access to the LMCI's Online Professional Development Library. The library is provided through the K-Learning Group and features a catalog of over 600 courses. A small sample of topics covered include: project management, design build, management, leadership, business writing and many more! To gain access to this library, email Rose Hood at the LMCI (rhoo@lmcionline.org), and the LMCI will cover the cost for your license. Note – your employees who are dues-paying IUPAT members have access to this library through the FTI.

More than 2,000 Union Members Volunteer During IUPAT's Community Day of Action

The International Union of Painters and Allied Trade (IUPAT) held its second-annual IUPAT Community Day of Action on Saturday, April 22, and more than 2,000 IUPAT members across North America put their hearts and skills to work for their neighbors. With materials donated by the IUPAT, signatory employers and industry partners, volunteers teamed with community groups to paint, replace the windows (and clean up the grounds of) churches, schools and community centers. IUPAT volunteers also worked with a number of organizations to collect food, and cook for/feed those in need.



[Click here](#) to read more.

Industry Partners

Industry Partners Supporting the International Leadership Council

Several manufacturers and industry organizations recognize the importance of the International Leadership Council and signed on as sponsors of the event. Thank you to all the organizations who are contributing to making the 2017 FCA International Leadership Council the best one yet!

Platinum Sponsors

[Benjamin Moore](#)

[Sherwin-Williams](#)

Gold Sponsors

[Graco](#)

[LMCI](#)

[National Gypsum Company](#)

[Norton Abrasives](#)

Silver Sponsors

[FORT Group](#)

Speaker Sponsors

[FCA of Chicago](#)

[FCA of Illinois](#)

[Click Here For Upcoming Events](#)

FCA International Partners



FCA Collaborative Partner



National Gypsum.