

Bay Area Glazing Agreement Settled

IUPAT DC #16 and the Northern California Glass Management Association agreed to a 3-year collective bargaining agreement, effective July 1, 2005 and running through June 30, 2008. The agreement calls for a total package increase of \$2.00 in the first year and for \$2.25 in each of the subsequent years. The first-year increase goes on top of the expiring \$47.25 package for an increase of 4.2%. Of the increase, \$1.00 has been allocated to the local pension fund, \$.50 to health and welfare and the balance to wages.

Additionally, the new agreement covers both the Bay Area and Sacramento with a single Master Agreement. All locals in the Bay Area now have the same wage schedule. Sacramento has a separate wage schedule as well as a separate addendum.

Journeymen glaziers will now be required to obtain a minimum of 16 hours annually of glazier-trade or safety training plus obtain and maintain valid certification cards for first-aid, fork lift operator, OSHA-10, scaffolding, all aerial man lifts and swing stage. Administration details for training and certification requirements are still being worked out.

Painters in Youngstown, OH agree to 4-year Agreement

The Eastern Ohio painting contractors association and IUPAT DC 6, Local 476 in Youngstown, OH agreed to a new 4-year collective bargaining agreement effective June 1, 2005 through May 31, 2009. There were no significant language changes made to the agreement. The wage package increases by roughly 2.3% each year - \$.70 in each of the first 3 years and \$.75 in the 4th year.

Pittsburgh Painters Agree to 3-year deal

The Western Pennsylvania Finishing Contractors Association and IUPAT DC 57 agreed to a 3-year CBA effective June 1, 2005 through May 31, 2008. It was reported that no significant language changes were made from the previous agreement. The negotiations centered around economics. The new contract provides for package increases totalling \$3.45 over 3 years with \$1.25 (about 3.5%) first year and \$1.10 (3.1%) in each subsequent year.

Contractors were less than enthusiastic about the settlement saying the poor economy and corresponding drop in manhours did not warrant that large of an increase. However, they were not in a position to bargain to impasse and potentially experience a work stoppage.

New York City Glaziers Settle

IUPAT District Council 9 (New York City) settled its CBA with the area glazing contractors' association. The agreement is a 6-year deal. The package cost for a journeyman glazier under the old agreement was \$56.74. The first year increase is \$2.25 (\$1.25 wages, \$1 H&W). Second year increase is \$2.60; 3rd year \$3.15, 4th year \$3.15, 5th year \$3.40 and 6th year \$3.45 for a total of \$18.00 over 6 years. While the numbers may seem large, in percentage terms, the first year increase is less than 4%. Also, iron workers and carpenters in NYC have a large market share of what may be glass and glazing work in other jurisdictions. According to local contractors and the Construction Labor Research Council, the Iron Worker and Carpenter packages are significantly higher than that of the glazier. CLRC reports the NYC Iron Worker package to exceed \$70.

Cleveland Painters and Tapers Settle on 4-year deal

The Cleveland *painting contractors* association and IUPAT DC 6 settled on a new 4-year collective bargaining agreement. The settlement was ratified by the DC 6 membership on April 30. The new CBA is effective May 1, 2005 and runs through April 30, 2009. The economic settlement was modest: a freeze in the first year and \$.60 added to the package in each of the next 3 years.

It is important to note that as part of a package to address an underfunding situation in the local pension plan, for the past few years a \$3 per hour deduction from the employee wage package had been diverted to a

supplemental pension contribution. That supplemental contribution ended April 30, 2005 and effective May 1 the money goes back into the hourly envelope wages.

Language changes were minimal, but included the establishment of a limited preapprentice classification. Contractors also sought a reduction in shift premiums. In response, DC 6 committed to using money from the job targeting fund to address this situation on both new and repaint work during the life of the agreement.

Taping contractors settled a 4-year agreement with a similar (5 cents more per hour in the 4th year) economic package: freeze / \$.60 / \$.60 / \$.65. No information is available on any language changes in that agreement.

NYC Painters Assn. and IUPAT DC 9 Agree to 6-Year CBA

The Association of Master Painters and Decorators of NY, Inc. and IUPAT DC 9 recently agreed to a new 6-year collective bargaining agreement running from May 1, 2005 through April 30, 2011. The first year wage package increase is \$2. Subsequent increases are \$1.50, \$2.00, \$1.50, \$2.00, \$1.50 in years 2 through 6, respectively. Additional details are unknown at this time, but will be reported as they become available.

Kansas City Painters and Tapers Settle on Four-Year Agreement

IUPAT DC #3 and signatory painting and taping contractors, through The Builders' Association, settled on a 4-year agreement (4/1/2005 through 3/31/2009) with annual increases of \$1.63 per year. Additionally, Tapers receive a one-time increase of \$.22 per hour effective April 1.

Additional language changes include the establishment of a "Supplemental Dues Checkoff" that will fund a job targeting program. The initial amount is \$.18 per hour and increases to \$.36 per hour on April 1, 2006 and to \$.54 per hour April 1, 2007.

2 Important CBA Settlements:

St. Louis Painters and Tapers

The St. Louis painting and taping contractors settled with IUPAT DC #2 on a 5-year collective bargaining agreement commencing September 1, 2005. The wage package increases by \$1.50 in year 1, \$1.35 in year 2 and by \$1.25 in each of the 3 succeeding years. New language addresses contractor bonding requirements, creates an Advisory Committee of Fund Trustees to advise on wage package distribution to trust funds, lowering of pre-apprentice wage rate and inclusion of Alternative Dispute Resolution language for workers comp claims.

Seattle Painters

In negotiations with IUPAT DC #5, Seattle area painting contractors agreed to an innovative, new 5-year agreement that creates 5 different grades of journeyman painter, each paid differently based upon a JATF-administered skills test. Wage rates range from \$19 to \$25, depending upon the classification. Training classes are being made available to those wishing to upgrade their skills, and compensation, level. The wage package for fully-qualified journeymen increases by \$.85 (2.47%) in year 1, \$.63 (1.93%) in years 2 and 3, \$.78 in year 4 and \$.88 in year 5.

Contact Vince Sandusky at the FCA offices for additional details.