

Attendees

Western Wall and Ceiling Contractors Association of Arizona

- Albert Carillo, Affiliate Executive Director

New Jersey Glass and Metal Contractors Association

- Kevin Schloerb, President
- Frank Miller
- Al Reynolds
- Charlie Komoroski
- Bernie Gingras, Affiliate Executive Director

Eastern Contractors Association

- Laura Reagan (on behalf of Todd Helfrich)

Architectural Glass and Metal Contractors Association

- Joe Clabbers, President
- Terry Webb
- Tom Kennedy
- Dick Conly, Affiliate Executive Director

Madison FCA

- Rob Noyce
- Mike Malofsky
- F.X. Dickert
- Judy Noyce, Affiliate Executive Director

Associated of Master Painters and Decorators of Philadelphia

- Wayne Gregory, Affiliate Executive Director

Industrial Painters of Upstate New York

- John Lignos, President and Affiliate Executive Director

St. Louis Painting and Decorating Foundation

- Dan Wienstroer, Affiliate Executive Director

FCA Contractors of Southern Louisiana

- Gareth Reardon, President and Affiliate Executive Director

Legal Counsel

- Steve Burton

FCA Staff

- Stuart Binstock
- Tony Darkangelo
- Kristin Bromberg

FCA Involvement in Your Negotiations

- FCA has experience in negotiations; we are here to support contractors, and to help them prepare for negotiations. FCA's relationship with the BM/ST's has proved to be a great source in bridging the gap in negotiations between labor and management.. According to Steve Burton, the national FCA can play many roles. The following two significant roles were discussed:
 1. Provide a forum for the exchange of information in different areas.
 2. FCA hotline, contractors may call Burton for two free hours of legal advice.

Concession Bargaining

- When contractors hear about negotiating a CBA to make it responsive to their market, their initial thoughts are of concessionary bargaining.
 - When the union (BM/STs) hears concessionary bargaining, they do not believe they will get continued support from their members if they were to support this type of bargaining.
- The most popular form of concession bargaining is the overall reduction of the wage/fringe package, or the reduction of wage rates on some types of pinpointed work.

- Keep in mind how you present your facts at the bargaining table, i.e. facts about the state of the industry.
 - With concessionary bargaining, you should be focused on what you realistically believe you need in your industry to survive, what is realistically attainable.
 - Remind bargaining teams that the market for your services is sensitively priced.
- Consider Concessions of Limited Duration
 - Wage adjustments – concession based bargaining can work if designed to be win, win for both parties. If wages, or other concessions, are to be reduced because of declining hours then restoring or even increasing the wages or other concessions as the hours return could be a great way to gain market share.
 - aggregate crew costs
 - sub-journeymen wage rate
 - crew ratios
 - travel rates

Questions

- Is there is a general list of items that District Councils are looking for?
 - \$0.10 for LMCI
 - \$0.10 for FTI
 - Top Workplace Performance
 - National training ID card
- What can you do to encourage trustees to look for savings?
 - The bargaining committee, local association, and the trustees should all stay in communication.
 - CBA should make it clear that you are not attempting to maintain the existing level of benefits.
 - While you cannot instruct trustees what to do, you can provide them with information.
- How do we educate the union on the other side of the bargaining table, make it a win-win situation?
 - Educational information is most helpful when it comes from someone other than the contractor or association executive.
 - Ask the union participants what percentage of market share they think they have – this will clearly present the facts to the BM/ST or negotiating team when you're able to provide them with statistics that show actual market share.
- 8 (f) vs. 9 (a) Agreements
 - 8 (f) – pre-hire agreement
 - 9 (a) – recognition language authorization
 - If a union strikes, an employee can sign a waiver and work through the strike. Contractors have a right to work through a strike. The union has a right to discipline a member and fine them if they work through a strike. If an individual resigns during a strike, the union could request the individual's dues.
 - Keep in mind, that if a union worker resigns from the union, but continues to work for the company, money from the worker's earnings would still go towards industry funds.

*Note: Bob Gasperow will attend the January 28th CBA conference call. He is able to provide current research on industry trends, market share numbers for your region, etc.