

WEST SUBURBAN ASSOCIATION of PLUMBING CONTRACTORS

June 4, 2013

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WSA announces ratified contract with Plumbers' Local 130

The West Suburban Association of Plumbing Contractors (WSA) is pleased to announce that it has reached a one-year Agreement with Chicago Journeymen Plumbers' Local 130 U.A. The agreement was signed Sunday, June 2, 2013.

The contract calls for the following:

1. An addition of \$1.05 to the wage and benefit package.
2. Two (2) bonds are now required. One (1) bond will be for wages and will be held by Local Union 130. The other will be for the benefit funds. Contractors who are currently paying weekly will be able to continue paying weekly.

All language contained in the current Collective Bargaining Agreement remains the same with the exception of references to the PCA, beginning and end dates, the Industry Fund and the Joint Arbitration Board.

The WSA Board views labor relations as key to its purpose.

“Our organization has already clearly demonstrated leadership with its labor relations role,” said WSA Secretary George Treutelaar of Great Lakes Plumbing & Heating. “We worked hard to secure a more favorable rate for our contractors with respect to our Industry Fund rate. Our rate reflects the lean operation of our organization. It’s not likely that the Plumbing Council would have lowered its Industry Fund contribution if WSA’s board had not taken the steps it did.”

“Under the current PCA leadership, prior to this round of negotiations there hadn’t been a labor relations meeting held since November 2011. We felt it was important to work with the union on a regular basis in order to foster the kind of cooperative atmosphere that the industry deserves.”

The entire agreement follows this letter. Contractors are encouraged to sign the WSA Agreement with Local Union 130 and fax it to Local 130 at (312) 421-6705.

Formed in 1933, the West Suburban Association of Plumbing Contractors is comprised of Union plumbing contractors signatory with Chicago Journeyman’s Plumbers’ Local 130 U.A. The WSA serves its membership by fostering and maintaining a cooperative, collaborative relationship with its union partners. WSA members are represented by association member trustees who serve on the Plumbers Pension Fund, Plumbers Welfare Fund, and Joint Apprentice Committees.

For information about WSA, contact WSA President Steve Marquardt at (630) 833-2255, or by email at steve@lvstutz.com.

MEMORANDUM OF AGREEMENT

This Agreement is made and entered into on the dates indicated below by and between the WEST SUBURBAN ASSOCIATION OF PLUMBING CONTRACTORS (the "WSA"), and CHICAGO JOURNEYMEN PLUMBERS' LOCAL UNION 130, U.A. (the "Union").

WHEREAS, the WSA and the Union have engaged in negotiations for the first collective bargaining agreement between them (the "New Agreement"); and

WHEREAS, the member companies of the WSA were formerly represented for purposes of collective bargaining by the Plumbing Contractors Association of Chicago and Cook County (the "PCA"), and were subject to an agreement between the Union and the PCA that was in effect from June 1, 2010 through May 31, 2013 (the "Old Agreement"), and

WHEREAS, the WSA and the Union have conclude negotiations for the New Agreement effective June 1, 2013 through May 31, 2014.

NOW, THEREFORE, IT IS AGREED by and between the WSA and the Union that the terms and conditions of the Old Agreement shall remain in effect and are incorporated by reference herein and govern the parties' relationship and conduct except as those terms are expressly modified below:

1. The parties agree that all references to the "PCA" throughout the Old Agreement will be replaced with "WSA."
2. The parties agree that all references to the "Plumbing Council" in the Old Agreement will be replaced with "WSA Industry Fund." The parties further agree that Section 9.4 of the Old Agreement will be replaced by the following language: "Effective June 1, 2013,

each WSA Employer shall contribute to the WSA Industry Fund at a rate \$0.39 per hour for each hour worked by each of its bargaining unit employees.”

3. The parties agree that the “Joint Arbitration Board” created by Section 3.2 of the Old Agreement and referenced throughout the Old Agreement will be replaced by a Joint Arbitration Board consisting of five members appointed by the WSA and five members appointed by the Union.

4. The parties acknowledge and agree that the provisions of Article II regarding lockouts and strikes shall remain in full force and effect throughout the term of the Agreement.

5. The parties agree to modify all dates to reflect new dates and wage and contribution amounts.

6. The parties agree to a One Dollar and Five Cents (\$1.05) per hour increase to the total economic package to be allocated by the Union in its sole discretion between wages and employee benefits. Such increases to be reflected on Appendix C to the agreement and throughout the contract where monetary terms are addressed.

7. Each Employer shall be required to obtain, maintain in full force and effect and keep on file with the Plumbers’ Local 130 Benefits Fund Data Center, LLC (“Data Center”) a bond to secure all monetary obligations for benefits: Pension (DB), Pension (DC), Health & Welfare, and Education, and Promotion (Industry Advancement Fund). Each Employer shall also be required to obtain, maintain in full force and effect and keep on file with the Union a bond to secure all monetary wage obligations. The Union shall not refer members to, and shall withdraw members from, an Employer who does not have a benefit bond on file with the Data Center and/or who does not have a wage bond on file with the Union. The Employer shall have the right to make weekly payments to the Benefit Funds (and not obtain a bond) provided certain conditions (e.g., credit card is maintained on file with the Data Center/Union).

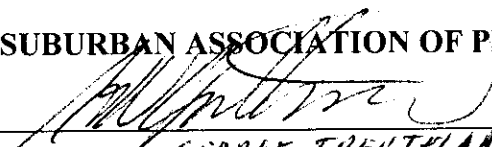
8. Except for the above, there shall be no other language changes to the existing contract other than those mandated by the United Association regarding the consolidation of Locals 93, 501 and 130.

9. This instrument contains all the terms and conditions agreed upon by the parties hereto with respect to this Interim Agreement, and no provisions or requirements expressed herein may be altered, modified or canceled, except upon the express written consent of all parties hereto.

10. This Agreement is subject to ratification by the WSA membership and Plumbers' 130 membership.

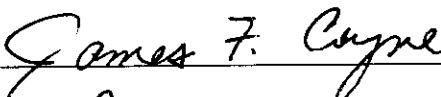
IN WITNESS WHEREOF, the WEST SUBURBAN ASSOCIATION OF PLUMBING CONTRACTORS, and the CHICAGO JOURNEYMEN PLUMBERS' LOCAL UNION 130, U.A., by their duly authorized representatives and agents, have signed and executed this Interim Agreement on the dates indicated

WEST SUBURBAN ASSOCIATION OF PLUMBING CONTRACTORS

By: 
Title: CHAIRMAN LABOR RELATIONS

Date: June 2, 2013

CHICAGO JOURNEYMEN PLUMBERS' LOCAL UNION 130, U.A.

By: 
Title: BUSINESS MANAGER

Date: June 2, 2013

As outlined above, the WSA (which was the first association to complete its negotiations with Local 130) is pleased to report that it secured an extremely favorable new wage/benefit package for contractors that is only \$0.85 per hour higher than the package that was in place when the prior CBA expired on May 31, 2013.

This amount reflects a \$1.05 hourly wage/benefit increase, and a \$0.20 **reduction** in the industry fund contribution rate (as the WSA Industry Fund contribution rate is only \$0.39 per hour). The WSA is proud to report that it led the charge in obtaining such a favorable wage/benefit package rate and in lowering the industry fund contribution rate, securing these new terms before any other association or company (and as a result, benefiting all the associations and companies who came after us and followed our lead).

By signing this Memorandum of Agreement between the West Suburban Association of Plumbing Contractors and Chicago Journeymen Plumbers' Local 130 U.A., our company subscribes to the West Suburban Association of Plumbing Contractors collective bargaining agreement.

Signature _____ Title _____

Company _____ Date _____, 2013

Please fax this signed document to Chicago Journeymen Plumbers' Local 130 U.A. at (312) 421-6705 and email a PDF copy to steve@lvstutz.com.

Thank you for choosing the WSA as your Contractor Association. We look forward to continuing to advance the industry and serve your needs for years to come.