



UA LOCAL 149

Plumbers and Pipefitters

1005 N. Dunlap Ave. • P.O. Box 725 • Savoy, IL 61874
217.359.5201 • (f) 217.359.9875 • ualocal149.com

Terry A. Bagwell
President

Matthew J. Kelly
Business Manager | FST

Kevin W. Sage
Business Agent

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Dear Brothers and Sisters,

I am writing to provide a response to the unprecedented health challenges presented by the global Coronavirus (COVID-19) pandemic. It is critical we remain proactive and engaged in ensuring the health and safety of everyone within our Local Union community. In order to address these new challenges, a number of actions are necessary to protect the safety, health and well-being of our members.

Effective Tuesday, March 17, 2020 and through March 31, 2020, the Local 149 Union Hall will be closed to the public and no walk-in business will be conducted. At the end of March, we will reassess where we are and make the appropriate adjustments.

Ultimately, we have to follow the recommendations of the experts at the CDC, including their recommendation to avoid gatherings of 50 people or more for the next eight weeks. Rest assured that the United Association, ECIPT Pension Fund, ECIPT Health & Welfare Fund – and every other Local 149 and related office – is equipped to work remotely if needed. Phone calls, texts and emails will all be forwarded to the appropriate people, and our officers and staff are focused on making sure that important business of Local 149 continues to be done.

The Executive Council has made the decision to cancel a number of Local 149 meetings and events. The April 2nd Union Meeting has been canceled. As notified in earlier correspondence, a wage allocation vote for the current Commercial CBA was to be taken at this meeting. Because this vote cannot take place, the Local 149 Executive Council has established the wage allocation for the June 01, 2020 through May 31, 2021 contract year. As soon as we can gather again, we will hold a wage re-allocation meeting and vote, to give our membership the opportunity to voice their opinions and give input on how they believe the wages should be assigned. The Total Package wage increase for this time period is \$2.08, taking our total package wages from \$64.30 to \$66.38. The way this increase will be distributed is as follows:

Increase to Wages per hour "On the check wage"	=	\$1.67 (\$46.12)
Increase to ECIPT Health & Welfare Fund per hour	=	\$0.35 (\$7.75)
Increase to Education Fund per hour	=	\$0.06 (\$1.66)
Total Package Wage Increase	=	\$2.08 (\$66.38)

The reasoning behind this decision is based on this information. As explained at the March Union Meeting, the ECIPT Health & Welfare Fund Trustees voted to increase the contribution rate required by the affiliated Locals, \$0.35 per hour to ease the downward trend of the H/W trust fund assets. This contribution rate increase is mandatory by all of the locals in the plan. Because of the lack of any discussion or input from the membership, and the fact that there are no other urgent requirements that need to be addressed, the remaining increase will be allocated to our hourly wage rate. However, in our current CBA, the Education Fund contribution is calculated as a percentage of the current journeyman wage rate. That percentage is 3.6%. Therefore, with a \$1.67 "on the check" raise, the Education Fund rate will increase \$0.06.

This is certainly a volatile time and the future is very unpredictable. However, I am cautiously optimistic that this period will end quickly and none of our members will be adversely affected in the long-term. Once this situation has stabilized, and a clear path forward to hold Union Meetings again regularly has been established, we will notify all members of a review and potential re-allocation meeting and vote. At this meeting we will encourage advice and input from our members. At that point, we will consider if additional funds are needed elsewhere.

We have also made the unfortunate decision to cancel our Annual Retirees Banquet and Awards Ceremony. Because of the recommendations about large gathering guidelines, we feel it would be irresponsible to hold this event during this time. We are hopeful that we will be able to combine this year's Retirees Banquet with our Annual Trap Shoot in September to ensure that our Service Award recipients are honored and recognized.

Your health, and that of your families, has been at the forefront of our minds here at Local 149. We have no doubt that we will eventually defeat this virus. Until we do, however, please continue to listen to the CDC as well as your Mayors and the Governor, so that the decisions you are making for you and your family are informed by the latest, expert information. Please also encourage our working members to remain in close contact with your employers to ensure safe and productive job-sites and workplaces. We need to keep working! Continued man-hours will be what sustain us through the difficult times that may lay ahead.

We will continue to correspond with each of you about the developing challenges presented by this virus, and the steps that you, I and the rest of the Local 149 community can take to meet them.

Fraternally,



Matthew J Kelly
Business Manager-FST