

## 2022 Tentative Agreement

**13.** The parties shall meet not more than ninety (90) nor less than sixty (60) days prior to June 1st of this and each subsequent year during this Agreement. The allocation of the Wage and Benefit package shall be at the sole discretion of the Union. ***In each contract year, the Union may allocate up to but not more than ten percent (10%) of the total annual allocation to the Vacation and Holiday Fund.*** In so allocating, a goal of the Union shall be to allocate a minimum of fifty percent (50%) of the total Wage and Benefit package for any year to wage rates. Except in the year that a contract is being negotiated, the allocation of the Wage and Benefit package shall take place and be published by the parties, at least two full weeks before the date the allocation is to become effective.

**16. Journeyman Pipefitter-Wage and Fringe Benefits.**

2022	\$2.75
2023	\$2.50
2024	\$2.25
2025	\$2.50

**17. Delete**

**18. Apprentice-Wage and Fringe Benefits.**

Total Taxable (Base Wage Rate + Vacation & Holiday + Dues)

<u>2022-2024</u>	<u>2025-2026</u>
1st Period \$19.62	1st Period \$20.12
2nd Period \$19.62	2nd Period \$20.62
3rd Period \$20.76	3rd Period \$21.76
4th Period \$21.91	4th Period \$22.91
5th Period \$23.06	5th Period \$24.06
6th Period \$24.21	6th Period \$25.21
7th Period \$25.36	7th Period \$26.36
8th Period \$26.51	8th Period \$27.51
9th Period \$28.04	9th Period \$29.04
10th Period \$29.47	10th Period \$30.47

***Of this amount, the Apprentice V&H will be set to \$ 1 .75 for all periods.***

19. Each Apprentice shall receive a \$1.00/hour increase above the Apprentice Period Wage Rate for each of the following Welding Certifications which are passed and remain current: UA21 or UA-60, UA-22 or UA-63, UA-41 and UA-1.

**Any Service Apprentice who, in any period, successfully completes an additional 40 hours of JATC approved mechanical training outside of their normal Apprenticeship classes, shall receive a \$1.00 an hour increase for each hour worked during the succeeding period. The JATC shall give the current Employer of each such Apprentice, a written report of the courses taken and the number of hours of training by the Apprentice during the prior period.** (No change but moved from the end of paragraph 31).

20. Apprentice Insurance rates shall be adjusted June 1 of each year of this agreement to reflect the actual cost of the program as calculated by BeneSys **the Third Party Administrator**.

## 21. Delete

22. Pre-Apprentice **Apprentice Applicant** Wage and Fringe Benefits.

Effective the first full payroll period on or after **August 30, 2022**, the Wage and Fringe Benefit package for **an Apprentice Applicant** shall be as follows:

Base Wage Rate*	\$16.00
Vacation & Holiday*	1.25
Dues $\mu$ *	.78
Gross Wages*	<b>\$18.03</b>
Insurance Fund-Active	6.50
DC Pension**	1.00
P.I.E.T.F.	.50
Piping Education Council	.40
International Training Fund	.10
IARF	.10
	<b>8.13</b>
Total Wage and Fringe Benefit Package	<b>\$26.63</b>

\* = taxable

$\mu$  = If an Employee is not a member of the Union, the hourly amount set out above as "Dues" shall be added to the Employee's Base Wage Rate so as to increase the Base Wage Rate by an equivalent amount.

\*\* = after ninety (90) day probationary period.

**23.** The Pre-Apprentice **Apprentice Applicant** shall be provided with health insurance benefits which the Insurance Trustees determine can be purchased based solely on the contributions received from this classification. The Pre-Apprentice **Apprentice Applicant** shall participate in the DC Pension after completing an initial ninety (90) day probationary period.

**24. Mechanical Equipment Servicemen (MES) - Wage and Fringe Benefits.** Effective the first full payroll period on or after **August 30, 2022**, the Wage and Fringe Benefit package for a MES I shall be as follows:

Base Wage Rate*	\$21.53
Vacation and Holiday*	2.50
Dues*µ	.78
Gross Wages*	<b>\$24.81</b>
Insurance Fund	7.73
DC Pension	3.00
SUB Fund	1.00
P. I. E. T. F.	.40
International Training Fund	.10
	<b>\$12.23</b>
Piping Education Council	.52
IARF	.10
	<b>.62</b>
Total Wage and Fringe Benefit Package	<b>\$37.66</b>

\* = taxable µ = If an Employee is not a member of the Union, the hourly amount set out above as “Dues” shall be added to the Employee’s Base Wage Rate so as to increase the Base Wage Rate by an equivalent amount.

Upon the completion of the training requirement in Paragraph 143, the MES I shall become a MES II and shall receive \$1.00/ hour above the rate for an MES I. Upon the successful completion of the U.A. Star Exam, the MES II shall become a MES III and receive \$2.00/hour above the rate of a MES I.

**30.** Delete

## 25. Mechanical Equipment Tradesmen (MET), Metal Tradesmen (MT) - Wage and Fringe Benefits.

Effective the first full payroll period on or after **August 30, 2022**, the Wage and Fringe Benefit package for a MET or MT shall be as follows:

Base Wage Rate*	\$16.00
Vacation & Holiday*	1.25
Dues $\mu$ *	.78
Gross Wages*	<b>\$18.03</b>
Insurance Fund-Active	6.50
DC Pension**	1.00
P.I.E.T.F.	.50
Piping Education Council	.40
International Training Fund	.10
IARF	.10
	<b>8.13</b>
Total Wage and Fringe Benefit Package	<b>\$26.63</b>

\* = taxable

$\mu$  = If an Employee is not a member of the Union, the hourly amount set out above as "Dues" shall be added to the Employee's Base Wage Rate so as to increase the Base Wage Rate by an equivalent amount.

## 31. Graduate Service Journeyman - Fringe Benefits.

All Service Apprentices indentured into the Apprenticeship program after ~~November 15, 2012~~, who have completed five (5) years of Apprenticeship and who have become Graduate Service Journeymen shall be required to complete three (3) ~~sixty (60)~~ **forty (40)** hour semesters of Specialized Service related classroom training. **This training may be taken concurrently during the apprenticeship period.** Training must be approved by the J.A.T.C. Graduate Service Journeyman shall advance through the program at their own pace and shall have the ability to change Employers like all Journeyman. To move from one semester to the next, the Graduate Service Journeyman must successfully complete all testing established by the J.A.T.C. Graduate Service Journeyman shall receive 80% of the Journeyman Wage in the first semester, 85% Journeyman Wage in the second semester and 90% Journeyman Wage in the third semester. **For a minimum of three (3) years after graduation,** the Graduate Service Journeyman Fringe Benefit Package shall be that of a 10th Period Apprentice, except for Vacation & Holiday, Insurance Fund - Active and Defined Contribution which will be at 100% Journeyman contributions for all three semesters and shall be credited with the same Cash Balance amount to their Defined Benefit. **Upon ratification by both parties, all Specialized Service related classroom training that a member completed since they were indentured counts toward the 120 hour requirement. Those that enter the Apprenticeship Program through direct entry may have up to 50% of the hours waived pending the approval of the J.A.T.C.** Effective the first full payroll period on or after **August 30, 2022**, the Wage and Fringe Benefit package for a Graduate Service Journeyman shall be as follows:

	80%	85%	90%
Base Wage Rate*	\$00.00	00.00	00.00
Vacation and Holiday*			5.20
Dues*μ			.38
Gross Wages*	\$00.00	00.00	00.00
Insurance Fund			9.90
DB Pension			7.10
DC Pension			2.25
SUB Fund			.50
P. I. E. T. F.			.40
Retiree/Widow Fund			.10
International Training Fund			.10
			<b>\$20.35</b>
Piping Education Council			.35
IARF			.00
			<b>.35</b>
Total Wage and Fringe Benefit Package	<b>\$00.00</b>	<b>00.00</b>	<b>00.00</b>

\* = taxable μ = If an Employee is not a member of the Union, the hourly amount set out above as “Dues” shall be added to the Employee’s Base Wage Rate so as to increase the Base Wage Rate by an equivalent amount.

~~Any Service Apprentice indentured into the Apprenticeship program after November 15, 2012 who, in any period, successfully completes an additional 40 hours of JATC approved mechanical training outside of their normal Apprenticeship classes, shall receive a \$1.00 an hour increase for each hour worked during the succeeding period. The JATC shall give the current Employer of each such Apprentice, a written report of the courses taken and the number of hours of training by the Apprentice during the prior period. (This paragraph moved to paragraph 19.)~~

### 36. Termination.

No Employee shall be terminated by telephone ~~or telegram~~, **text, email, or other electronic means**. In the event an Employee is absent for three (3) consecutive days without proper notice, he shall be considered a quit.

**48.** A new deferral may be made upon hire by a new Employer or ~~on January 1 or July 1~~ **once each quarter** of any calendar year.

**83., 84., 86., 88.**

Change the designation of “Pre-Apprentice” to **“Apprentice Applicant”**.

### **123. Equal Treatment.**

With the exception of public corporations as Employer, and a site specific agreement established by the Greater Detroit Building and Construction Trades Council for the General Motors Proving Grounds providing for Total Facilities Management, the Union agrees that should it enter into any agreement with an Employer who performs work of a similar nature to that performed by the Employers covered hereunder, having terms or conditions more favorable to such Employer than those provided herein, then, upon proof of such agreement, the more favorable terms or conditions shall automatically become a part of this Agreement. **The Association will consider temporarily waiving this provision provided it can be demonstrated to the satisfaction of the Association that the waiver will facilitate the successful transition for a specific non-Union Employer to a Union Employer who is compliant with all terms in the current MCA & 636 CBA.**