



PMCA Negotiates the Total Package Not Base Wages

- The PMCA negotiates a total package with UA290.
- It does not negotiate the allocation of funds between what a member receives on the check (wages) and what is allocated for benefits or union administration.
- If union members want more of their contract increases put on the check, then they should lobby their Business Manager to:
 - > reduce benefit programs and their associated costs
 - > take progressive measures to increase market share through strategic cooperation with contractors
 - > cut administrative union costs
- The trusts that administer certain benefit programs have minimum reserves that are regulated by the federal government. These reserves were in jeopardy during our last negotiations due to the combination of reduced man-hours (lost market share, reduced economic spending) and stock market losses. These benefit trusts currently have surplus reserves.