



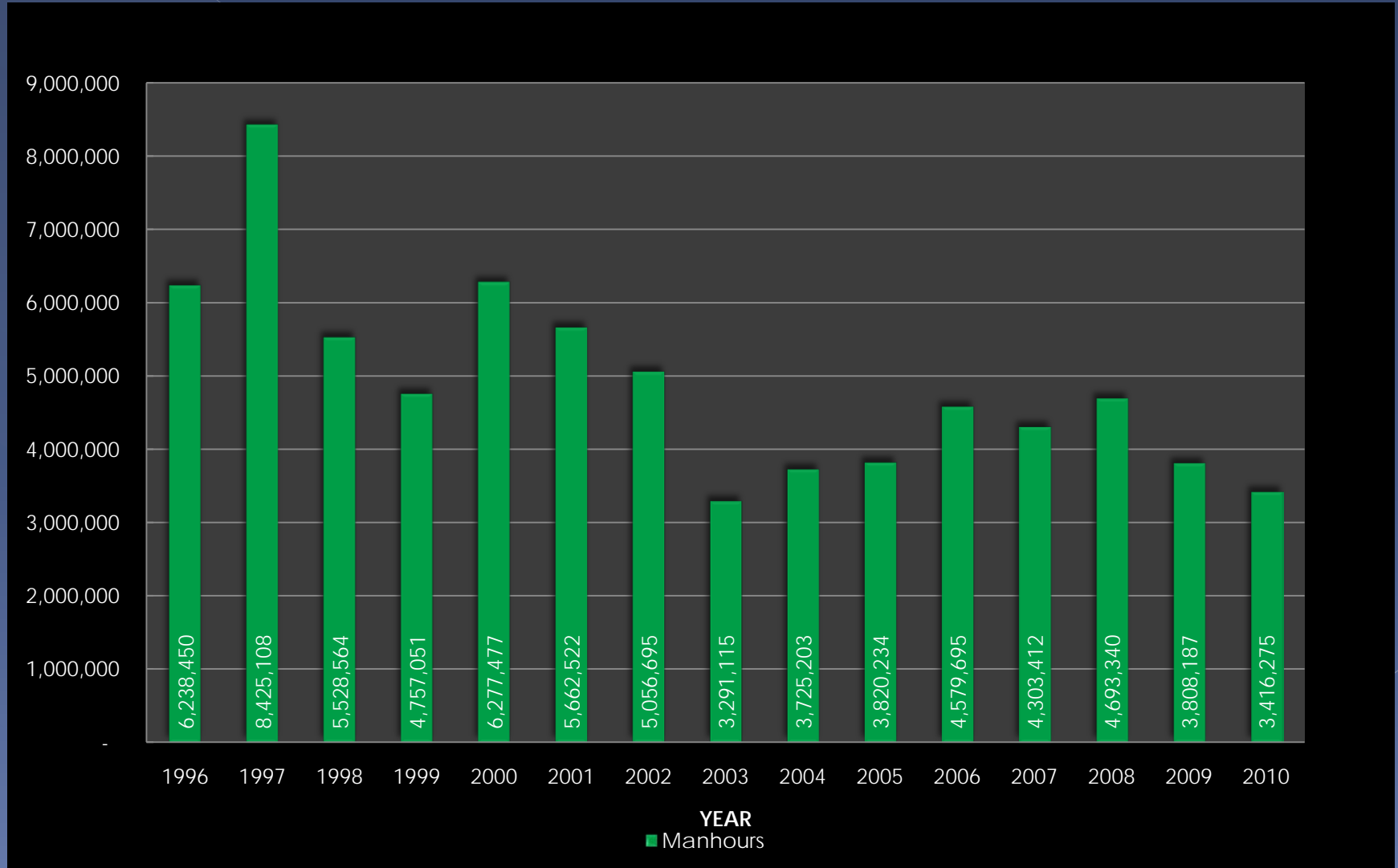
UA 290

Employment History

- In 2010, UA290 worked 3,416,275 man-hours which is the equivalent to 1,642 people.
- This was the **2nd lowest total** in the last 15 years
- Peak man-hours over the last 15 years was in 1997 with 8,424,108 which is equivalent to 4,051 people.



UA 290 Annual Hours Reported





Economic Proposals



- 3/2/11 \$7.00/hr (2011)
- 3/24/11 \$5.50/hr (2011)
- 3/26/11 \$4.50/hr (2011)
\$5.00/hr (2012)
- 3/31/11 \$3.75/hr (2011)
\$4.25/hr (2012)
- 3/16/11 \$0.00/hr (2011)
\$0.25/hr (2012)
\$0.50/hr (2013)
- 3/26/11 \$0.75/hr (2011)
\$1.00/hr (2012)
\$1.25/hr (2013)
- 3/31/11 \$1.00/hr (2011)
\$1.00/hr (2012)
\$1.25/hr (2013)
- 4/14/11 \$1.75/hr (2011)
\$2.00/hr (2012)
\$2.25/hr (2013)



UA 290

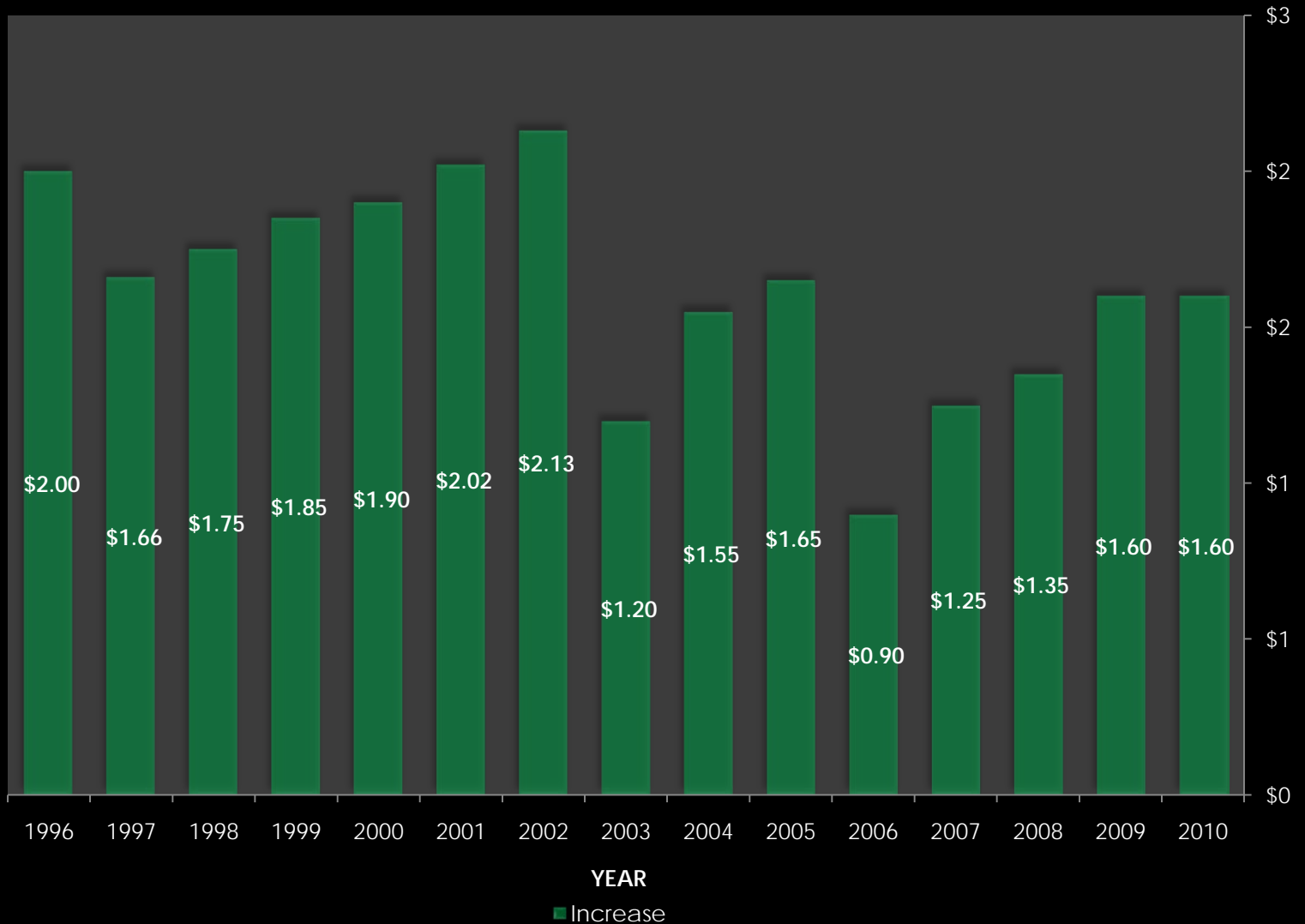
Total Package Increase History

UA 290 has received wage increases each of the past 15 years. For this period:

- The largest increase was **\$2.13** in 2002
- The previous 15 year average is **\$1.63**
- The previous 10 year average is **\$1.52**
- The previous 5 year average is **\$1.34**
- The smallest increase was **\$0.90** in 2006

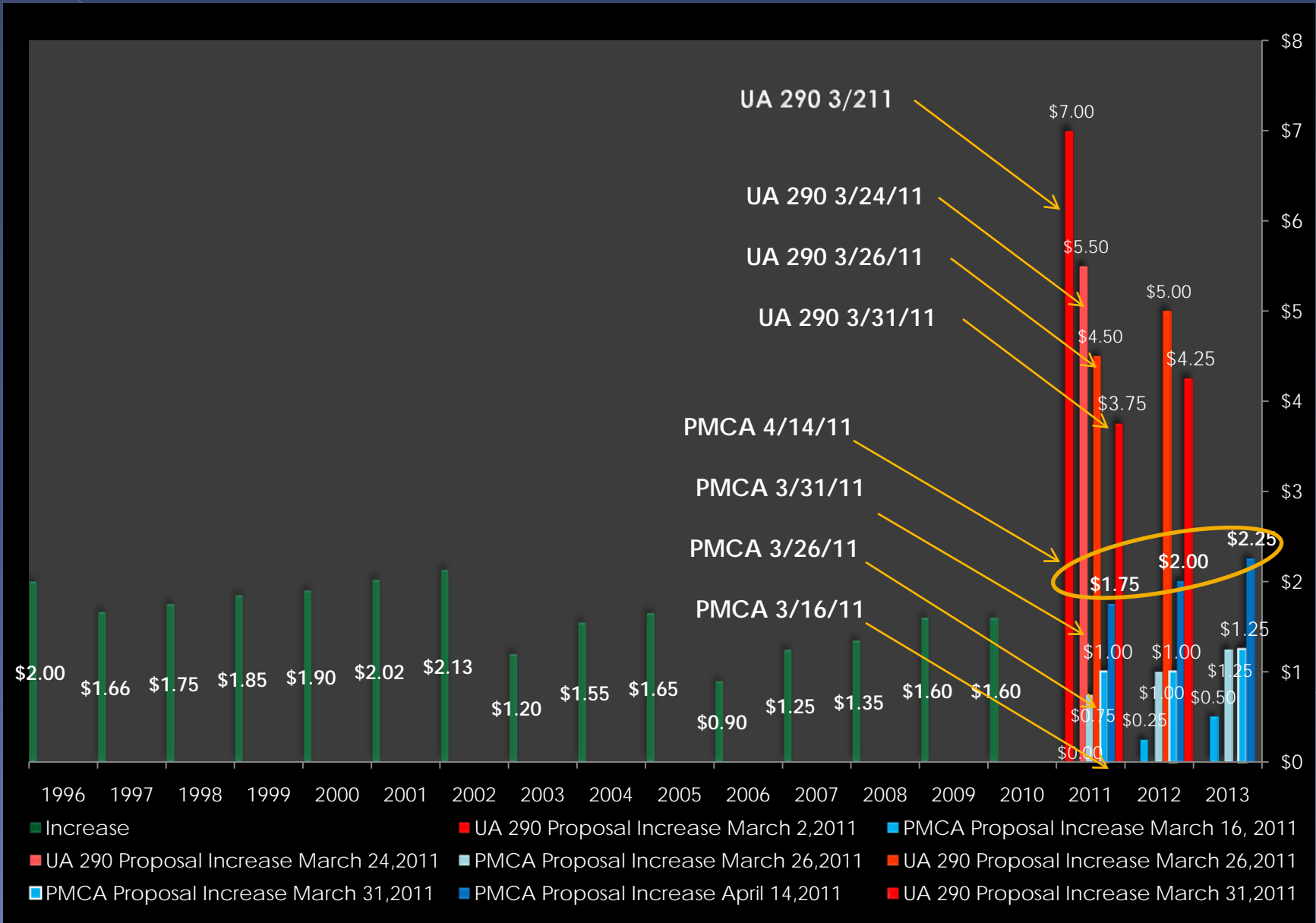


UA 290 Total Package Increase from Previous Year





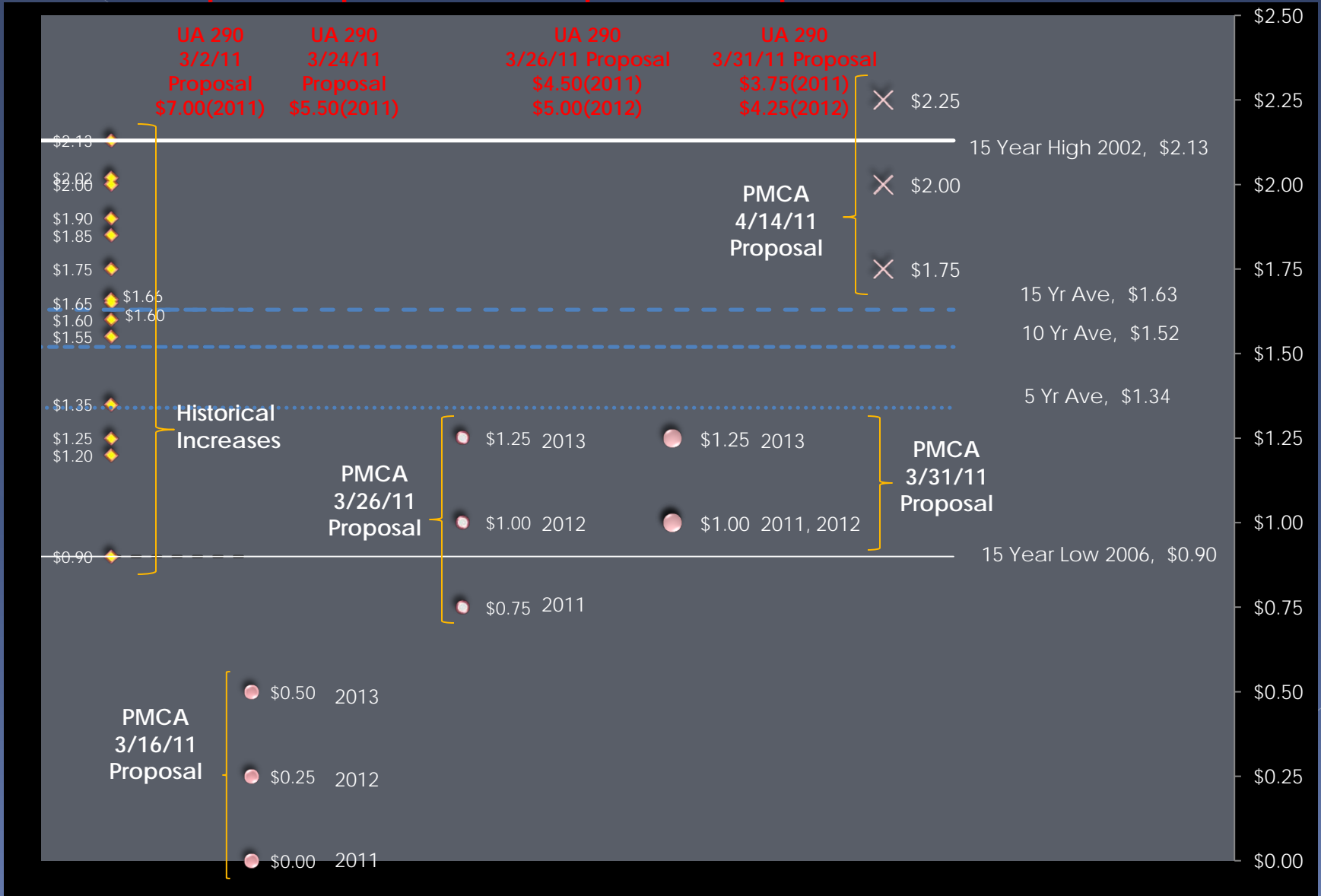
UA 290 Total Package Increase from Previous Year Including Proposals





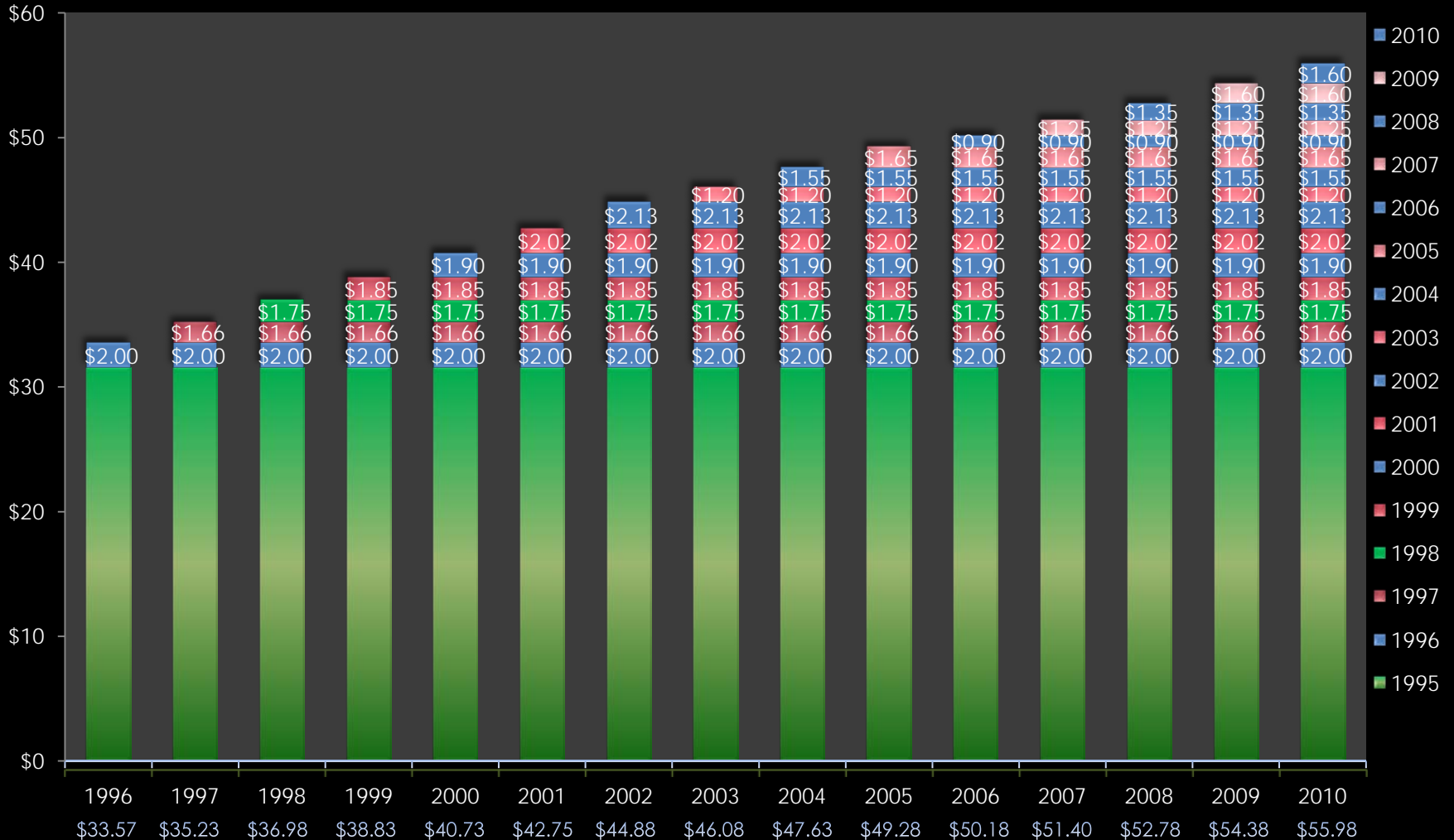
Plumbing and Mechanical Contractors Association

UA 290 Total Package Increase from Previous Year Including Proposals





UA 290 Total Package Increases since 1996





UA 290 Total Package

- PMCA contractors currently pay a total package of **\$55.98/hr** which is **\$116,438** annually to hire a UA 290 member.
- This total package is a bare cost and does not include the following contractor costs:
 - Safety staff and equipment
 - Liability, Auto, and Pollution Insurance
 - Construction Tools
 - Construction Equipment
 - Trucks
 - Marketing staff and materials
 - Laptops, cell phones
 - Accounting staff & systems
 - Banking and Bonding Costs
 - Estimating staff & systems
 - Detailing staff and BIM systems
 - Licenses
 - Project Management
 - Executive Management
 - Human Resources
 - Shop and Warehouse Facilities
 - Office Space and Utilities
 - Profit

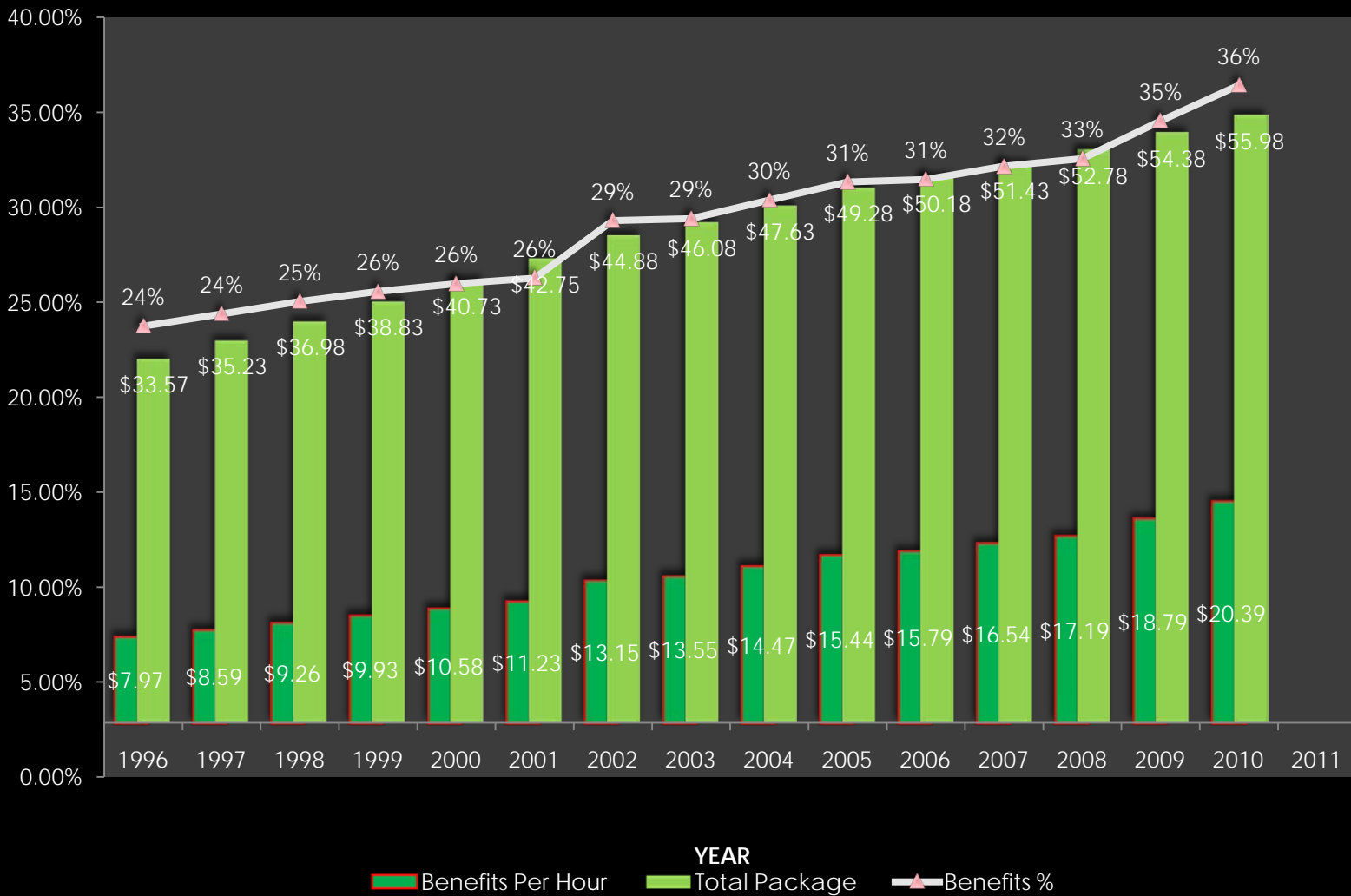


Benefits

- PMCA contractors currently pay \$20.39 per hour for UA290 benefits.
- On an annual basis, these benefits cost \$42,411
- Benefits make up over 36% of the total package.

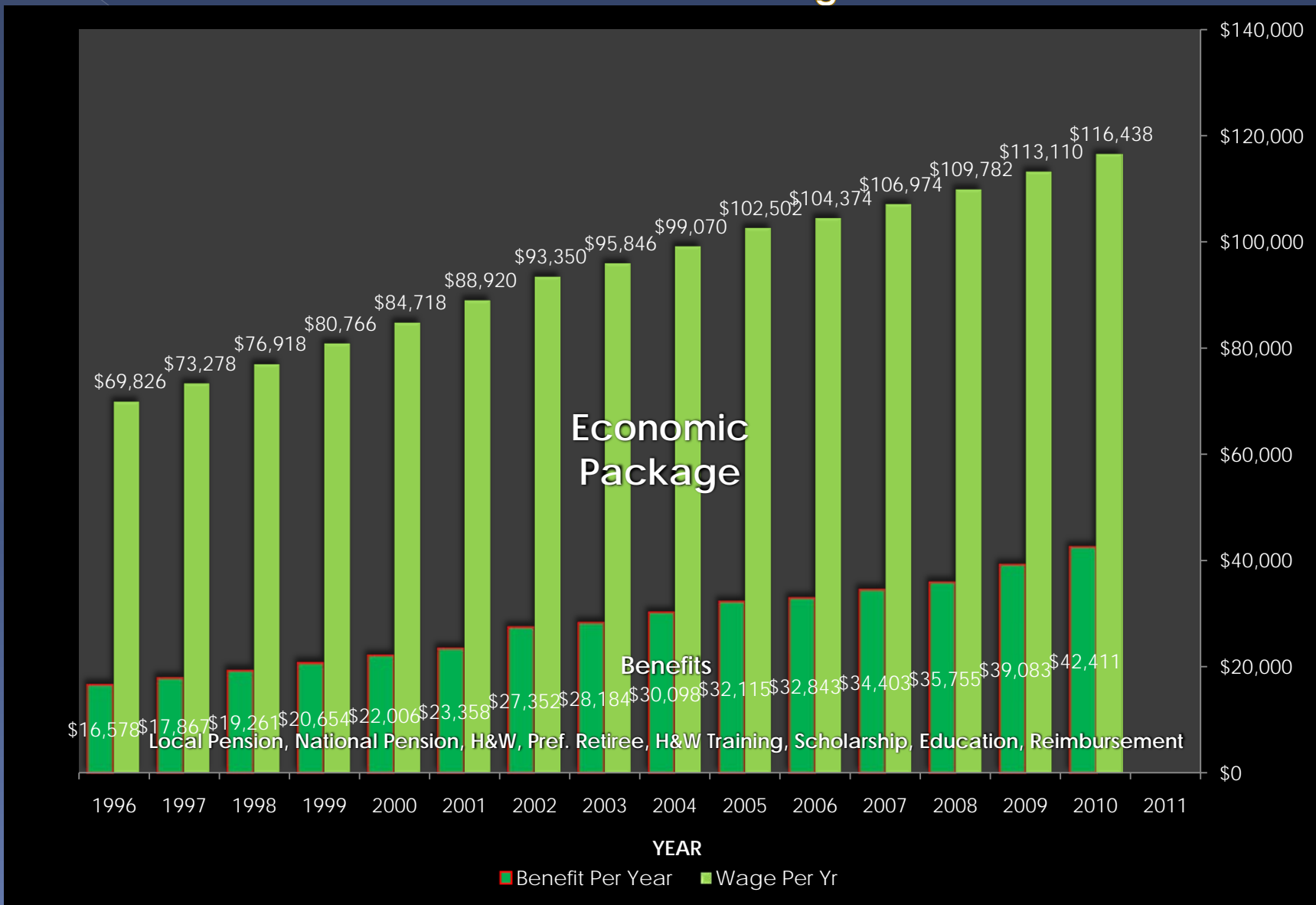


UA 290 Total Package Showing Benefit Amounts and Benefit % of Total Package





UA 290 Total Package at 2080 Hrs/Year Showing Benefit Amounts





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.

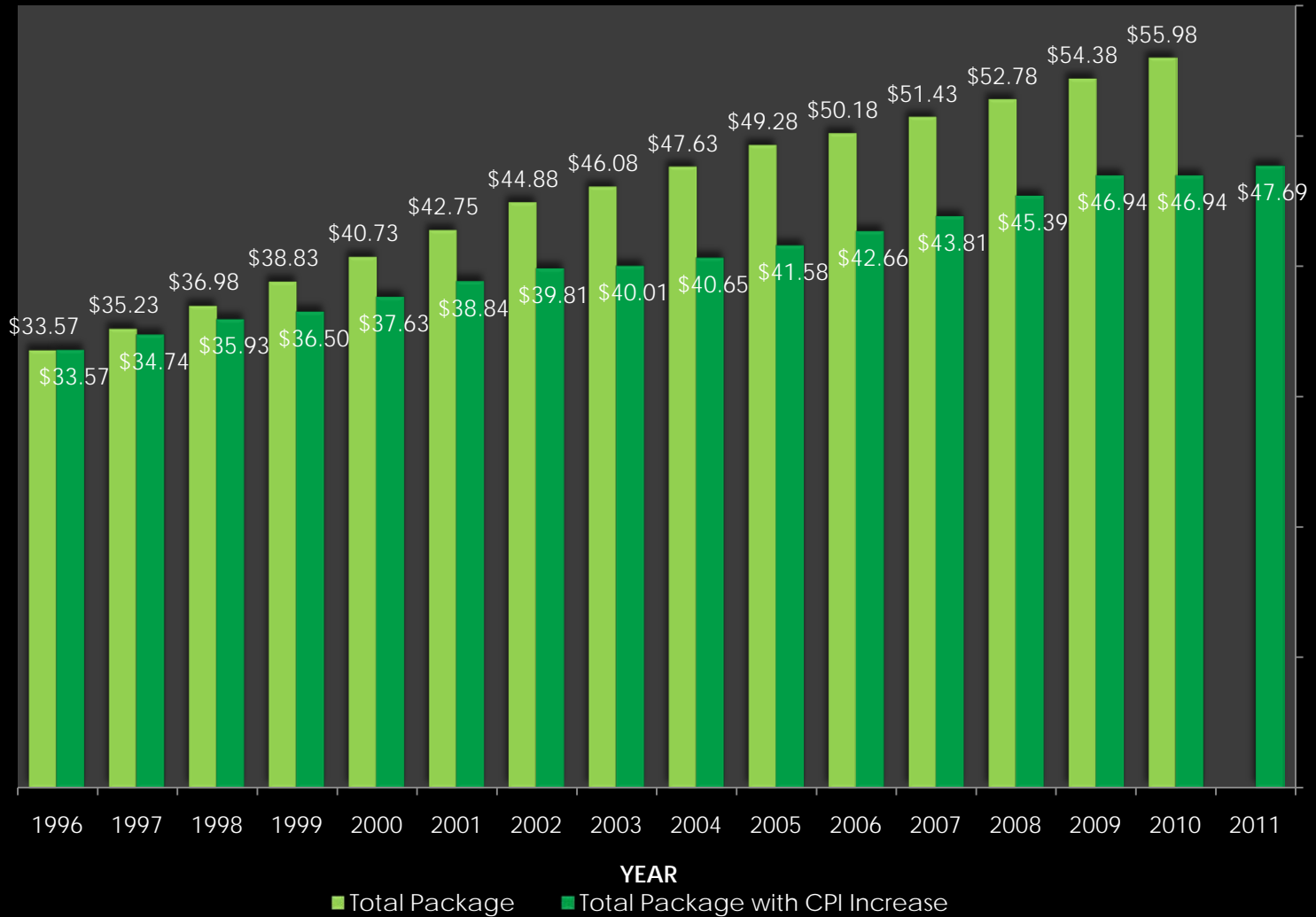


Total Package vs CPI

- UA290's Total Package is in the top 20% of all UA Locals
- The Total Package increases have been greater than the CPI Index in 12 out of the previous 15 years.
- If 15 years ago, we decided to skip collecting bargaining and agreed to apply the yearly CPI increase to the total package, UA290 members would have a total package of \$46.94 (over \$9.00 less than the current contract)
- Any reduction in purchasing power by a UA290 member is directly allocated to the corresponding increase in benefit costs.

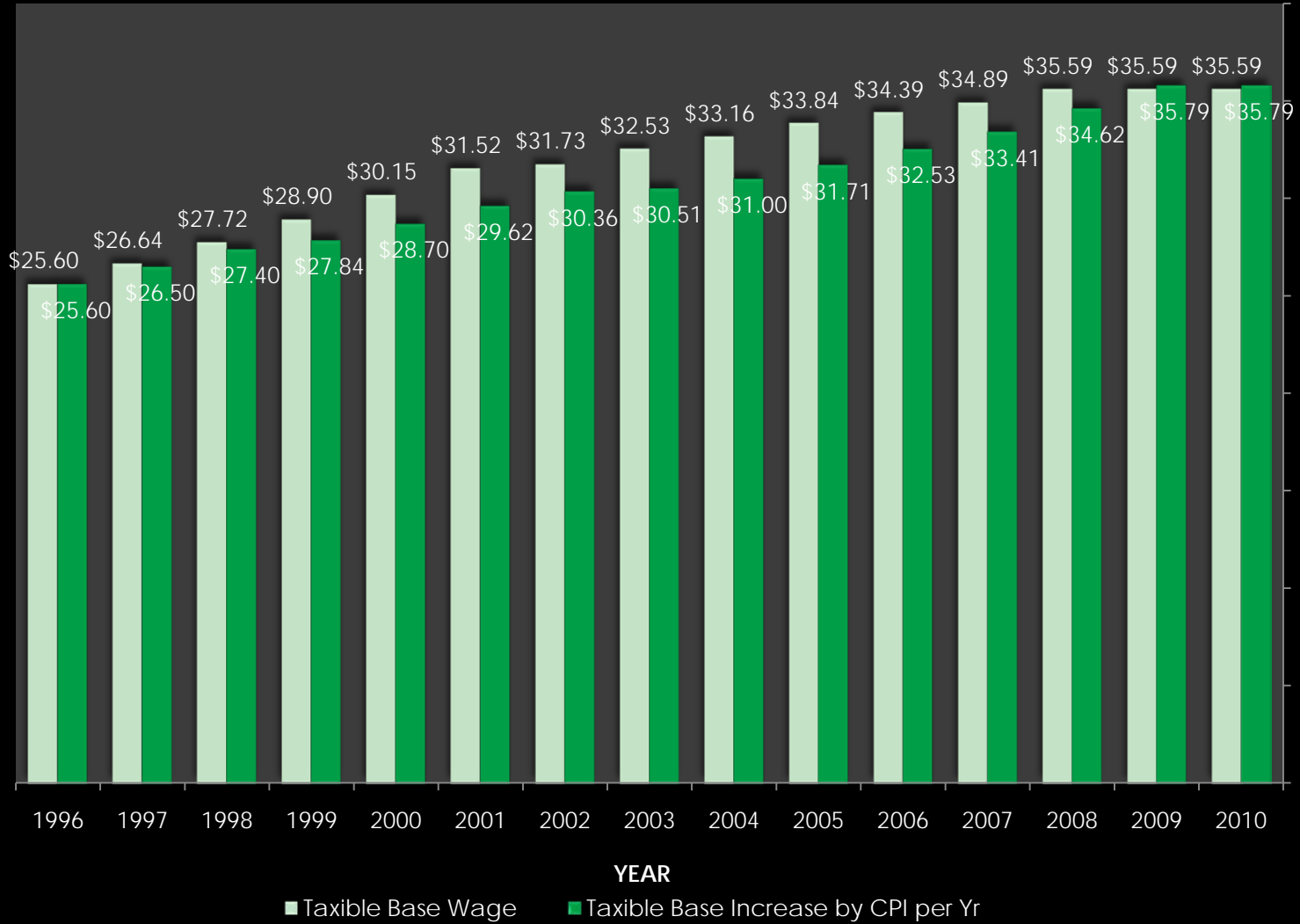


UA 290 Total Package Increases vs. CPI Increases Since 1996



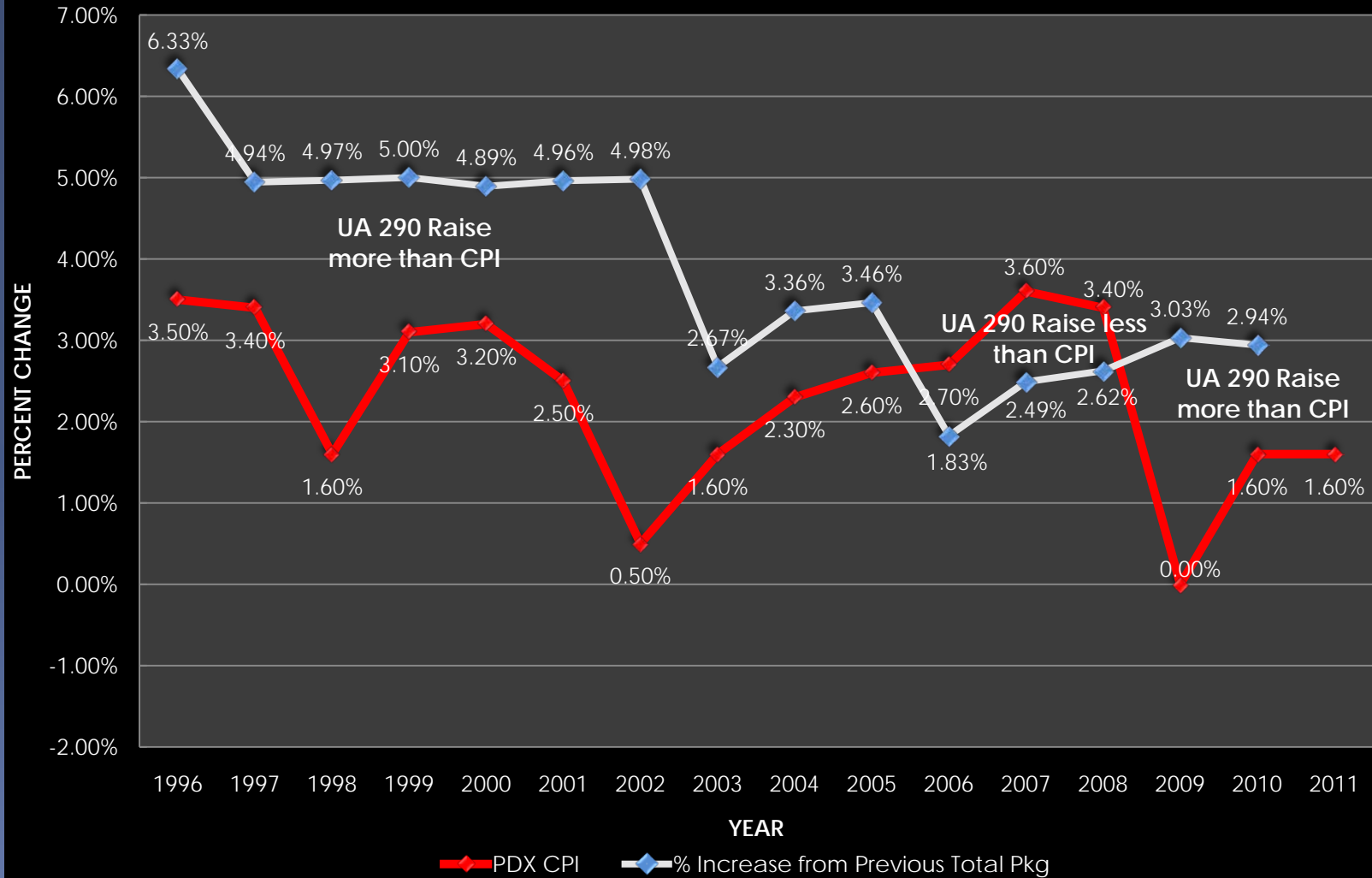


UA 290 Taxable Base Contract vs. CPI Increases Since 1996



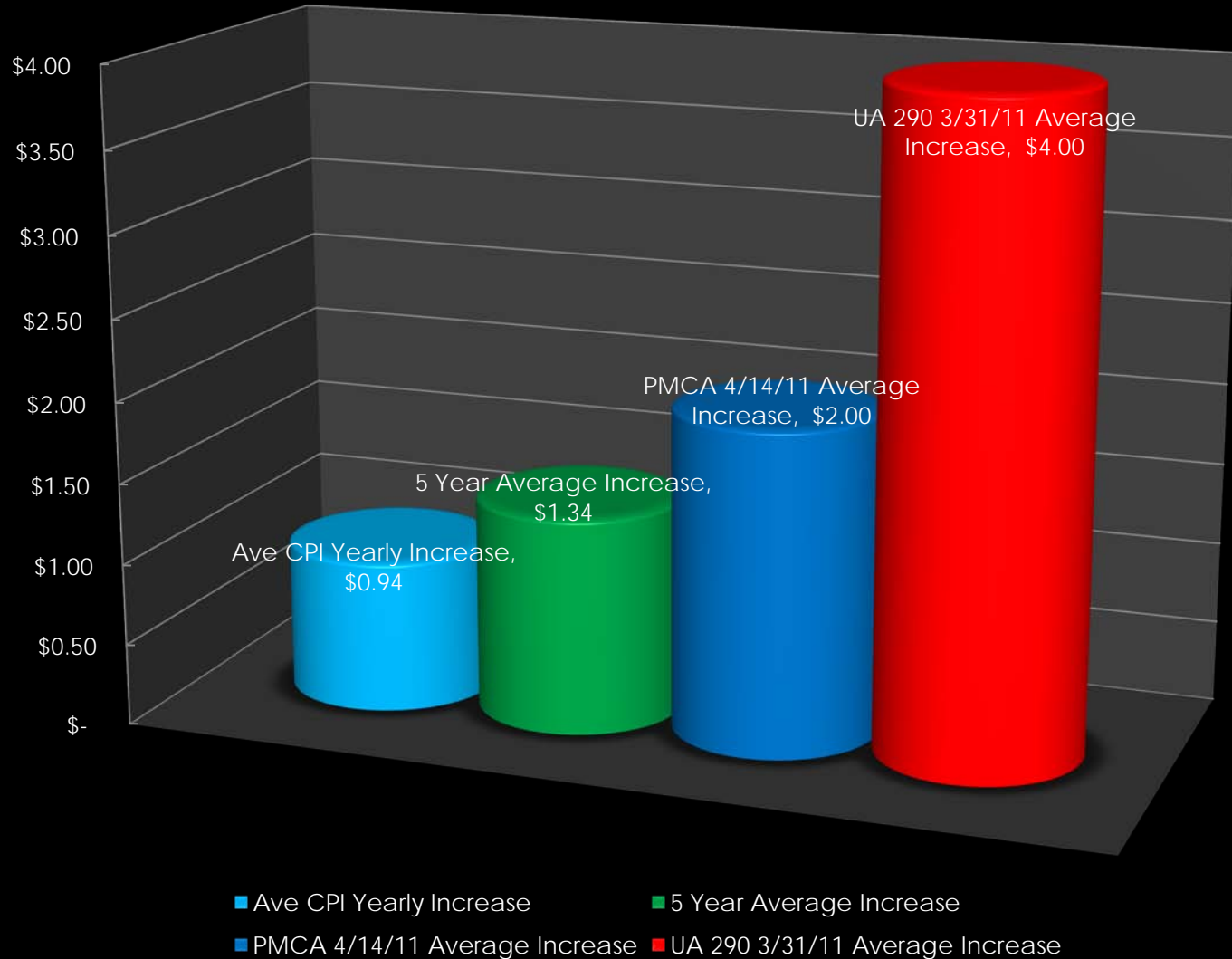


UA 290 Total Package % Increase vs. PDX Consumer Price Index





5 Year Average Increases vs. CPI vs. Latest Proposal





UA 290 vs Peers

Apples and Oranges

Market share varies by Local

- › 5% Union
- › 40% Union
- › 85% Union (in Vancouver BC 75% of Custom Homes are built by the UA)

Geography

- › Dense Urban Area (SFO 38, Seattle 32)
- › Rural (Montana Billings 30, Alaska Fairbanks 375, Idaho Pocatello 648, Wyoming Cheyenne 192)
- › Mixed (Arizona 469, Colorado 3, Oregon 290, Utah 140)
- › Unique (Hawaii 675)

Language Matters

- › Some Locals have Hiring Halls, some don't
- › Some have Freedom of Movement others don't
- › Some have no-benefit helper/pre-apprentice classifications others don't
- › Some provide tools, some don't



UA 290 vs Peers

They're called Locals for a Reason

Cost of Living

- > Zillow.com
- > Hillsboro vs Scio vs Coos Bay
- > Seattle vs Scio vs Fort Collins

Taxes

- > We have 10% + differences in our own jurisdiction

Locals vary by . . .

- > Age of Membership
- > Quality of Apprenticeship Programs
- > Financial Health of the Trusts
- > Features included in the Benefit Programs
- > Drug Testing



UA 290 vs Peers

Everyone Looks a little Different

- > Each Jurisdiction has a unique Customer Base
 - Concentrated vs Diverse
 - Large vs Small,
 - Mfg vs GC's vs Govt
 - Public vs Private work
 - Industrial vs Commercial
 - Construction vs Service

- > Within each local Members have different trades
 - Plumbers vs Fitters vs Service Techs
 - Sometimes they have different scales, licenses, and codes

- > Employers are Different
 - Big Shops vs Small Shops
 - Lots of Employers vs Few Employers
 - Good Employers vs Bad Employers



UA 290 vs Peers

Location, Location, Location

- The old real estate adage rings true – Location, Location, Location
- UA290 is not Portland. Portland is not Pasco. Pasco is not Seattle. Seattle is not San Francisco. San Francisco is not Salt Lake. Salt Lake is not Phoenix, Phoenix is not Denver. Denver is not Boise. Boise is not Yuba City. . .
- You say Seattle, I say Salt Lake
 You say San Francisco, I say Denver
 You say Pasco, I say Boise
- We are negotiating a contract in Local 290's jurisdiction between the Local and the companies that do business in the territory.
- If you want to work in another region, make arrangements on a travel card.



UA 290 vs Peers

So Close... Yet So Far Away

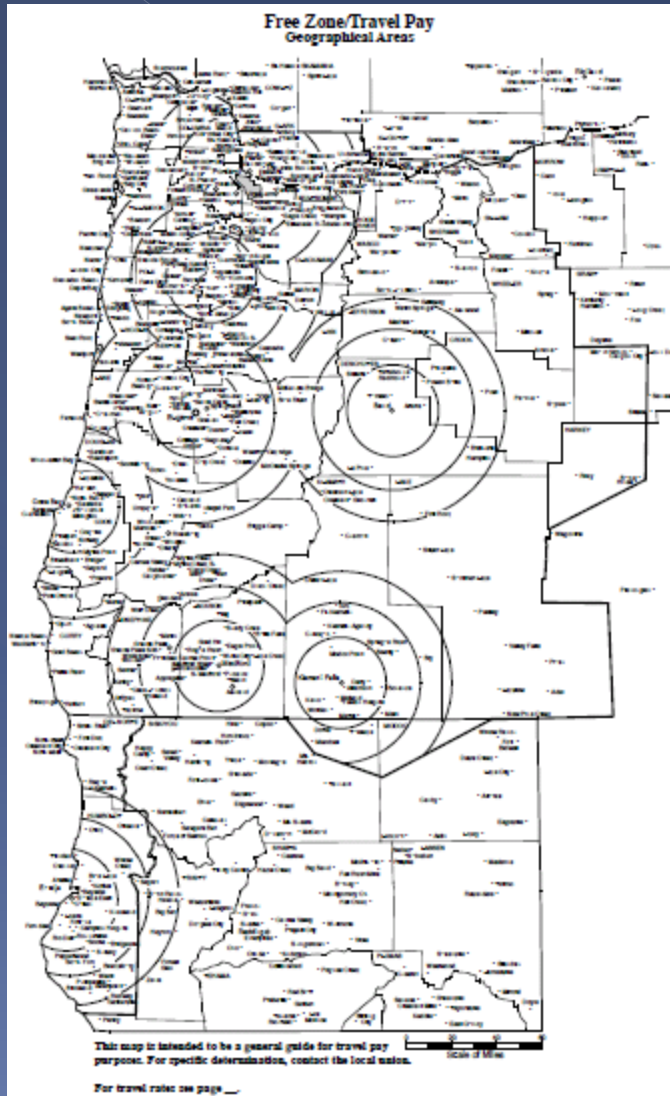
- When you drop your travel card, check the map first...
 - > Seattle is 174 miles from Portland
 - > Portland is 193 miles from Roseburg
- What can you find within 193 miles of San Francisco?
 - > 10 Locals with scales that vary by \$36/hr

Local	Total Package	Distance from San Francisco	Scale Difference \$	Scale Difference %	\$/Mile
38 San Francisco	\$ 93.94	0	\$ -		
467 Burlingame	\$ 76.57	16	\$ (17.37)	-18%	\$ (1.09)
342 Concord	\$ 78.65	30	\$ (15.29)	-16%	\$ (0.51)
343 Vallejo	\$ 68.19	32	\$ (25.75)	-27%	\$ (0.80)
159 Martinez	\$ 74.41	35	\$ (19.53)	-21%	\$ (0.56)
393 Silicon Valley	\$ 78.34	45	\$ (15.60)	-17%	\$ (0.35)
442 Stockton	\$ 57.90	83	\$ (36.04)	-38%	\$ (0.43)
447 Sacramento	\$ 58.72	88	\$ (35.22)	-37%	\$ (0.40)
62 Castroville	\$ 62.40	100	\$ (31.54)	-34%	\$ (0.32)
228 Yuba City	\$ 57.90	126	\$ (36.04)	-38%	\$ (0.29)
246 Fresno	\$ 57.90	188	\$ (36.04)	-38%	\$ (0.19)

2011 WMLMC
Data

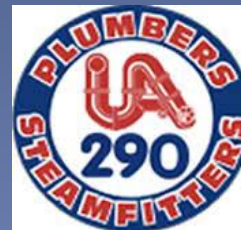


PMCA and UA 290



Back Home again

And we need
each other





If the laws of supply and demand hold true, then our economic package should be adjusted by manhours and factored for language that either adds or removes cost.

What do the numbers tell us?

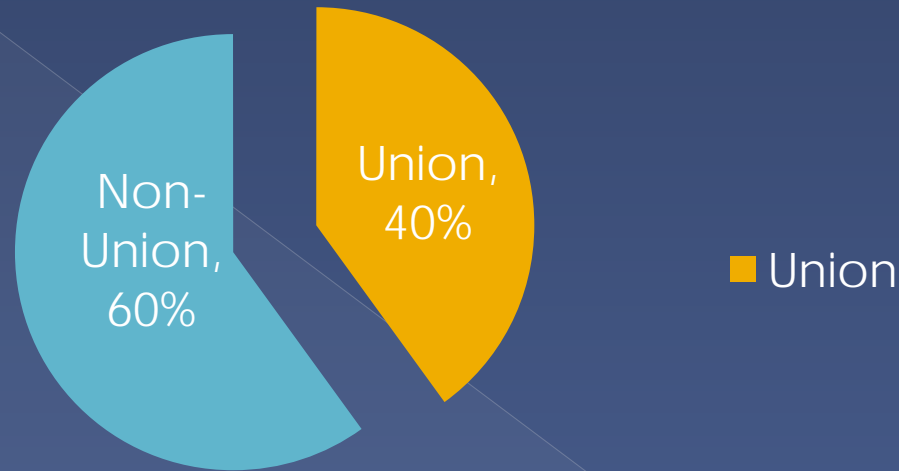


UA 290 Total Package Increase vs. Headcount at 2080 per Year



Marketshare

Marketshare can only increase if the contractor is profitable.



The contractor is only profitable by being competitive in part by higher productivity and improved management practices.

Superior management practices can only be achieved by a collaborative approach between union contractors and the union to increase profitability and productivity increasing overall competitiveness and ultimately marketshare.



Contract Goals from Another UA Local

- ◉ Increase Competitiveness of Signatory Contractors
- ◉ Increase Profitability
- ◉ Increase Number of Union Contractors
- ◉ Increase Marketshare
- ◉ Increase Hours to Trust Funds
- ◉ Increase Quality of Life of our Employees