



STEAMFITTERS LOCAL UNION 420

JAMES SNELL
Business Manager

KEVIN HEFFERNAN
Financial Secretary/Treasurer

SPECIAL NOTIFIED ORDER OF BUSINESS

March 10, 2020

Dear Brothers and Sisters:

As your Business Manager, I am writing to notify all Building Trades Members, Mechanical Equipment Service Members, Gas Distribution Members and Instrument Technicians of a special notified order of business at the regular membership meeting to be held at the Union Hall on April 7, 2020 at 7:00 p.m. The purpose of this special notified order of business will be to vote on the ratification of the May 1, 2020 - April 30, 2023 MCA Agreement and the May 15, 2020 – May 14, 2023 SCA Agreement, as well as to vote upon the allocation of the May 1, 2020 MCA contract increase and the May 15, 2020 SCA contract increase.

	Annual Hourly Increase (Philadelphia/Reading & Lehigh Valley)		
	Year 1	Year 2	Year 3
Building Trades Journeyman (BTJ)	\$3.05 / \$2.55	\$3.15 / \$2.65	\$3.30 / \$2.80
Mechanical Equipment Service Journeyman (MESJ)	\$3.05 / \$2.55	\$3.15 / \$2.65	\$3.30 / \$2.80
Mechanical Equipment Service Serviceman (MESS)	\$2.35 / \$2.20	\$2.45 / \$2.30	\$2.60 / \$2.40

As was true last year as well, the Health & Welfare Fund's move to a self-insured health plan continues to yield economic savings compared to the insured arrangement. Accordingly, we are recommending a contribution increase of only \$0.25 per hour to the Health & Welfare Fund and no increase in the retiree premium.

As to the Supplemental Retirement Plan (SRP), we recommend a contribution increase of \$0.50 per hour. We also recommend an increased deduction from wages of \$0.10 per hour to the OMR Fund so that we can continue to focus on increasing work opportunities for our members by assisting our contractors in bidding against non-union competition.

As for the Vacation Benefit, while no increase is recommended, language has been added to the new agreement that will allow each member, on an individual basis, to increase his/her Vacation Benefit wage deduction, beginning January 1, 2021, from the current deduction of \$1.50 per hour, to \$2.00, \$3.00, \$4.00 or \$5.00 per hour (if you do nothing, your deduction will remain at \$1.50).

On the service side, the contract will be revised to provide that only Servicemen who successfully complete the Journeyman Advancement Training Program JAT I and JAT II will be permitted by the Union to apply for examination of their competency to qualify as MESJ and/or BTJ. The UA Star certification will no longer be deemed to satisfy the JAT I and JAT II requirements.

Finally, during negotiations, the M&SCA expressed its desire to create a reserve fund that can be used to bolster the funding of the Pension and/or Health & Welfare Funds. This new reserve fund will be funded with additional contributions of \$0.50 per hour in each of the 3 years of the contract. Those reserve fund contributions are over and above the contract raises and will be allocated each year by the bargaining parties to the Pension and/or Health & Welfare Fund, depending on need.

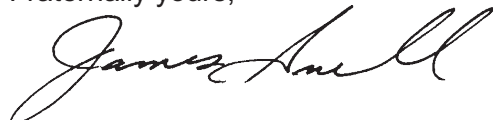
If approved, the 2020 contract increases and wage deductions will be allocated as follows:

Building Trades Journeyman – Effective May 1, 2020		
	Philadelphia	Reading & Lehigh Valley
Health & Welfare Fund	\$0.25	\$0.25
SRP	\$0.50	\$0.50
OMR	\$0.10	\$0.10
Wages	\$2.20	\$1.70
Total	\$3.05	\$2.55

Mechanical Equipment Service - Effective May 15, 2020		
	Philadelphia	Reading & Lehigh Valley
MES Journeyman (MESJ)		
Health & Welfare Fund	\$0.25	\$0.25
SRP	\$0.50	\$0.50
OMR	\$0.10	\$0.10
Wages	\$2.20	\$1.70
Total	\$3.05	\$2.55
MES Serviceman (MESS)		
Health & Welfare Fund	\$0.25	\$0.25
SRP	\$0.50	\$0.50
OMR	\$0.10	\$0.10
Wages	\$1.50	\$1.35
Total	\$2.35	\$2.20

We urge you to attend this very important meeting.

Fraternaly yours,



Jim Snell
Business Manager