



# STEAMFITTERS LOCAL UNION 420

JAMES SNELL  
*Business Manager*

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June 2020

Dear Brothers and Sisters:

The membership of Steamfitters Local 420 has voted to ratify both the May 1, 2020 – April 30, 2023 MCA Agreement as well as the May 15, 2020 – May 14, 2023 SCA Agreement as outlined in previous correspondence. Below is a summary of the contract highlights as well as the allocation of the May 1, 2020 MCA and May 15, 2020 SCA contract increases, as voted upon by the membership during a Special Drive-Up Ratification & Allocation vote on Thursday, May 28, 2020.

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

The following items were also approved as part of the ratification:

1. Creation of the new Pension / Health & Welfare Reserve Fund. This new fund will be funded with contributions of \$0.50 per hour in each of the three years of the contract. The Reserve Fund was proposed by the M&SCA as a separate account, to be funded by an additional contribution over and above the usual contractual contribution. For example, the usual contribution increase for the Welfare Fund is to offset the anticipated annual increase in medical costs. The Reserve Fund will serve as a backstop for those occasions when there has been an unanticipated spike in those costs so that the reserves of the Welfare Fund are being depleted more quickly than had been anticipated. Likewise, Reserve Fund contributions to the Pension Plan will be used to offset a deterioration of, and/or improve, the funded level of the Pension Plan. In either case, the Reserve Fund contribution is not to be used to improve benefits.
2. The SCA contract will be revised to provide that only Servicemen / Servicewomen who successfully complete the Journeyman Advancement Training programs 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.
3. Effective January 1, 2021, language has been added to allow each member, on an individual basis, to increase his/her Vacation Benefit wage deduction from the current \$1.50 per hour, to \$2.00, \$3.00, \$4.00 or \$5.00 per hour (if you do nothing, your deduction remains at \$1.50). Additional information will be sent out at a later date on how to change your deduction.

As for the allocation of the May 2020 increases, the package breaks down as follows:

<b>Building Trade Journeyman – Effective May 1, 2020</b>		
	<b>Philadelphia</b>	<b>Reading &amp; Lehigh Valley</b>
Health & Welfare Fund	\$0.25	\$0.25
SRP	\$0.50	\$0.50
Gross Wages	\$2.30	\$1.80
Less Wage Deduction OMR	\$0.10	\$0.10
Net Wages	\$2.20	\$1.70
<b>TOTAL</b>	<b>\$3.05</b>	<b>\$2.55</b>

<b>Mechanical Equipment Service – Effective May 15, 2020</b>		
	<b>Philadelphia</b>	<b>Reading &amp; Lehigh Valley</b>
<b>MES Journeyman (MESJ)</b>		
Health & Welfare Fund	\$0.25	\$0.25
SRP	\$0.50	\$0.50
Gross Wages	\$2.30	\$1.80
Less Wage Deduction OMR	\$0.10	\$0.10
Net Wages	\$2.20	\$1.70
<b>TOTAL</b>	<b>\$3.05</b>	<b>\$2.55</b>
<b>MES Serviceman (MESS)</b>		
Health & Welfare Fund	\$0.25	\$0.25
SRP	\$0.50	\$0.50
Gross Wages	\$1.60	\$1.45
Less Wage Deduction OMR	\$0.10	\$0.10
Net Wages	\$1.50	\$1.35
<b>TOTAL</b>	<b>\$2.35</b>	<b>\$2.20</b>

Fraternaly yours,



Jim Snell  
Business Manager