



ASSOCIATED GENERAL CONTRACTORS OF GREATER MILWAUKEE

LABOR RELATIONS RECAP: 2019 COLLECTIVE BARGAINING

Wage Rate Increases	2019*	2020	2021
Laborers, Local 113	\$1.55 (3.0%)	\$1.60 (3.0%)	\$1.37 (2.5%)
Cement Masons, Local 599, Area 558	\$1.73 (3.0%)	\$1.78 (3.0%)	\$1.68 (2.75%)
Bricklayers, Local 8	\$1.95 (3.2%)	\$1.92 (3.0%)	\$1.95 (3.0%)

*Effective June 3, 2019

BUILDING LABORERS, LOCAL 113

Economics – Following four sessions, and nearly 15 hours of bargaining, the union and Management agreed to a three-year Collective Bargaining Agreement, with a 3.0% (\$1.55) wage increase in year one, a 3.0% (\$1.60) in year two, and a 2.5% (\$1.37) increase in year three.

Management

Most Favored Nations – To maintain transparency and ensure fairness in contracting, the union will now notify management if the union enters into a separate written agreement with any employer and the union will provide copies of said agreement upon request. (MOU)

Refractory Work Free Zone – The Refractory Work “Free Zone” is now defined as consisting of the geographic jurisdiction of this agreement, for purposes of clarifying travel and subsistence pay. (Section 25.2 (a))

Payroll Start Dates – Annual wage allocations will now be effective the first Monday of the new contract and the first Monday of June in all subsequent contract years, leading to greater ease of payroll administration. (Section 5.1)

Substance Abuse Testing and Assistance Program (SATAP) – The section pertaining to the SATAP will now appear in a stand-alone article, with the goal of improving the ease of review and administrative clarity. (Section 18.4)

Union

Concrete, Bituminous Concrete and Aggregates – For clarity of administration, the 2019 CBA will now include the use of all concrete saws, drills and equipment associated with coring, cutting and or drilling walls, columns, floors, beams or any other structures including walk behind saws, drills or remote controlled equipment regardless of how it is powered. (Section 1.2)

Applied Products – For clarity of administration, the 2019 CBA will now include the application of all spray on or applied fireproofing, water proofing or vapor barrier will be performed by workers under a collective bargaining agreement. (Section 1.2)

Subsistence Pay – Daily subsistence pay for overnight out of area stays was updated and increased from thirty dollars (\$30.00) per day to fifty dollars (\$50.00) per day. (Section 13.1 (c))

CEMENT MASONS, LOCAL 599, AREA 558

Economics – Following six sessions, and nearly 12 hours of bargaining, the union and Management agreed to a three-year Collective Bargaining Agreement, with a 3.0% (\$1.73) wage increase in year one, a 3.0% (\$1.78) in year two, and a 2.75% (\$1.68) increase in year three.

Management

Overtime, Four Tens – To increase flexibility and competitiveness, the four (4) day, ten (10) hour work week was expanded from just Holiday work weeks to now include regular work weeks, Monday through Thursday, with Friday as a make-up day, between 6:00 a.m. and 6:00 p.m., with hours in excess of twelve (12) hours to be paid at two (2) times the hourly wage rate. (Section 6.2)

Payroll Start Dates – Annual wage allocations will now be effective the first Monday of the new contract and the first Monday of June in all subsequent contract years, leading to greater ease of payroll administration. (Section 7.1)

Subcontracting – To ensure clarity and consistent contract administration, subcontracted work performed under a separate labor agreement with the union will be paid pursuant to that separate labor agreement. (Section 8.2. (b))

Subcontracting – Contractors subcontracting the laying and finishing of latex and epoxy will be required to extend the opportunity to bid to subcontractors who have written labor agreements with the union, contractors will maintain the discretion whether to utilize these bids. (Section 8.2. (d))

Subcontracting – If Federal and State regulations require, and where union contractors are not available, contractors will now be permitted to utilize non-union Minority Business Enterprises, Women's Business Enterprises, Disadvantaged Business Enterprises and Small Business Enterprises. (Section 8.2. (e))

Union

Equipment – For clarity of administration, the 2019 CBA will now include, subject to the employer's discretion to assign, the operation of equipment supporting the Cement Masons trade including but not limited to: telehandlers and all terrain forklifts, skidsteer loaders with attachments, all line pulling and placing systems, and ride on or walk behind concrete buggies. (Section 1.7)

Dues Checkoff – The 2019 CBA will now require that employers withhold union dues for each member who has a signed check-off authorization conforming to applicable governmental authority. This language preserves existing practices, reintroduces language from previous CBA's, and affords clarity and protections to contactors. (Section 3.4)

Travel Compensation – Overnight per diems have been changed from fifty dollars (\$50.00) per day to overnight accommodations, with no more than two (2) employees per room at a daily per diem for food and other expenses of forty dollars (\$40.00) per twenty-four (24) hour period for each workers. (Section 13.1)

BRICKLAYERS, LOCAL 8

Economics – Following six sessions, and nearly 12 hours of bargaining, the union and Management agreed to a three-year Collective Bargaining Agreement, with a 3.2% (\$1.95) wage increase in year one, a 3.0% (\$1.92) in year two, and a 3.0% (\$1.95) increase in year three.

Substance Abuse Testing and Assistance Program (SATAP) – The parties shall explore the expansion of the SATAP to include new hires and apprentices prior to starting work. (Section 28.1)

Refractory Free Zone – The Refractory Work “Free Zone” is now defined as consisting of the geographic jurisdiction of this agreement, for purposes of clarifying travel and subsistence pay. Section 9.1 (c)

Make Up Days – The process of notifying the union, when a contractor intends to utilize make up days was updated to include electronic forms of notification. Section 5.1(c)

High School Students Co-Op Workers (Youth Apprenticeship) – The parties agreed to introduce a Memorandum of Understanding that enables contractors to participate in the Wisconsin Youth Apprenticeship (YA) program, which will serve as a vehicle for local high school students to gain hands-on experience in the trades.

CONCLUSION

Thanks to the dedication and leadership of the members of our bargaining committees, the AGC has had a successful bargaining season. Working through challenging and protracted negotiations, our bargaining team obtained improved collective bargaining agreements (CBA’s) that we believe will provide the basis for consistent and productive labor relations in the years to come. The AGC will continue to provide updates as drafts of the new CBA’s become available.

Should you have any questions, or for further information regarding AGC’s labor relations efforts, contact Nathan Jurowski, AGC General Counsel, at njurowski@agc-gm.org or at (414) 778-4104.

