

PAMCANI NEGOTIATIONS ALERT –  
*Tentative Contract Settlement Reached with UA Local 501.*

**Union has voted to ratify (yes/accept offer) on June 20; PAMCANI to Conduct Vote on June 27**

After a long and often difficult negotiations process, a contract settlement proposal has been agreed to by both sides at the June 19 bargaining meeting. Due to the state of the economy, our industry, and the challenges faced by all of construction, PAMCANI remained firmly committed throughout our bargaining meetings with Local 501 to achieve a reasonable settlement based on these trying times, and believe we succeeded in reaching this goal. A Local 501 membership meeting/vote was held on Saturday, June 20, 2009, and the settlement was accepted. PAMCANI will hold a separate ratification meeting/vote on Saturday, June 27. Once ratified by both sides, the new three (3) year contract between *UA Plumbers & Pipefitters Local 501* and *Plumbing And Mechanical Contractors Authority of Northern Illinois* (PAMCANI) will be effective on June 21.

Details of the new contract include:

**Wages:**

- **First Year** (*June 21, 2009 to May 31, 2010*): **\$2.50** (effective June 21, 2009: \$1.50 per hour increase; and effective January 1, 2010: an additional \$1.00 p/h increase).  
*-The average increase for the 1st year, due to the split raise format, amounts to \$1.92 p/h*
- **Second Year** (*June 1, 2010 to May 31, 2011*): **\$2.75** (effective June 1, 2010: \$1.50 p/h increase; and effective January 1, 2011: an additional \$1.25 p/h increase).  
*-The average increase for the 2nd year, due to the split raise format, amounts to \$2.03 p/h*
- **Third Year**: (*June 1, 2011 to May 31, 2012*): **\$2.75** (effective June 1, 2011: \$1.50 p/h increase; and effective January 1, 2012: an additional \$1.25 p/h increase).  
*-The average increase for the 3rd year, due to the split raise format, amounts to \$2.03 p/h*

Note: The PAMCANI Industry Fund amount will rise from \$0.30 per hour to a total of \$0.37 cents to fund the mandatory drug policy (\$0.05) and the PAMCANI board's approval of a \$0.02 increase.

**Language changes** include the following (visit our website at [www.pamcani.org](http://www.pamcani.org) for the full exhibit/explanation of the "tentative agreement" language changes + the final contract offer):

- Standards for Excellence (with Implementation and Enforcement)
- Mandatory Drug Testing with Random, and the Membership Assistance Program
- No Strike/No Lock Out with Industrial Relations Council (IRC)
- Benefits, Deductions & Contributions (going forward) on Hours Worked (not Hours Paid)
- Ability to Schedule "4-10's" (allows four 10-hour work days in 1 week, at straight time)
- New HVAC/R Service and Maintenance Addendum
- Ability to Utilize Expanded Work Day Starting and Ending Times
- Establishment of a "Labor-Management Committee" to jointly address industry concerns

PAMCANI's ratification meeting of the proposed new Local 501 contract is scheduled as follows:

**Saturday, June 27, 2009 – 9:00 a.m.**

**Holiday Inn Willowbrook - 7800 S. Kingery Highway in Willowbrook, Illinois** (*directions on back*)

Complete tentative agreement materials will be presented at PAMCANI's June 27, 2009 ratification meeting. Our bargaining team will be there to explain the proposal and answer your questions. Per our bylaws, one representative per signatory company (covered by the Local 501 contract, and affiliated with PAMCANI) is eligible to cast one vote at our ratification meeting. Proxy votes are not permitted. Additional staff from your company may attend, but only one (1) ballot per company will be dispensed at the meeting ("sign in" required). If you have questions, contact S.J. Peters at 630-960-3970. *Results of the ratification will be posted at PAMCANI's website at [www.pamcani.org](http://www.pamcani.org) after our meeting on June 27. Please make every effort to attend this important meeting on June 27.*