

NCSRCC Greater WI 2023

Tentative Agreement Summary

Language Changes

1. If members show up for work, there is a minimum of two hours pay even if weather or other conditions prevent work for the day.
2. If members are called out for unscheduled work, there is a minimum of 4 hours pay.
3. Employers are required to accommodate nursing mothers on job sites.
4. Journeyman upgrade training has been updated.
5. New language that allows the union to work with an employer on a case by case basis to address chronic absenteeism.
6. Youth apprenticeship language has been now added to the agreement to recruit more carpenters from Wisconsin's Youth Apprenticeship Program.
7. Pre-apprentices will have a review for placement into the apprenticeship program
8. A new category of Interim Journeyman was added as a place to recruit and place nonunion carpenters who are coming in with experience. Starting rate is 80% with a minimum of 80 hours of training. Currently, nonunion recruits are brought in as pre-apprentices at a lower percentage. The purpose of this is to increase recruitment.
9. AGC Agreement only: Shift language improvements for \$3.25 instead of the previous 7.5 hours work for 8 hours pay language for second shifts and 7 hours work for 8 hours pay for third shifts. Minimum of 8 hours rest between shifts.
10. Language enabling the trustees to establish the flex choice program and a dollar bank for the health fund to allow members to build up their dollar banks and HRAs to pay for out of pocket expenses and retiree coverage.
11. ACEA agreement only: Language allowing contractors to home fund in our council.
12. Apprentice increases per the attached schedule. Apprentices will go from 66% and full benefits. This brings the starting rate to over \$25 for new apprentices and will help recruitment. Existing apprentices will also get raises.
13. In year 2, Local 314 will be able to allocate to wages and fringes for its own area.
14. There is a new rate of \$2 over the commercial scale for Piledriver and Highway/Heavy Carpenter work starting in year 2 of the agreement and an additional \$1 in year 3 of the agreement to a total of \$3 over commercial for highway/heavy work. There will also be a different apprenticeship schedule for piledrivers and highway/heavy carpenters starting at 72% wage and defined benefit contribution. This helps recruitment and prevent other trades from doing our work.

Economics: \$8.55 total package increase with \$3 in years one and two.

- 2023** \$3.00 total package increase with allocations as follows:
\$2.06 on the check effective 6/1/23
\$0.19 to the LIB pension with full accruals
\$0.14 to the defined contribution pension
\$0.11 to training
\$0.50 to the health fund as an employer contribution on 1/1/24 to ensure funding the reserve position of the health fund
- 2024** \$3.00 with \$0.75 necessary contributions to the health fund, the remainder subject to allocations by the union.
Additional \$0.25 for sub foremen and \$0.25 for foremen.
\$0.05 employer contribution to fund a parking reimbursement program
- 2025** \$2.55 subject to allocation by the union.
Additional \$0.25 for sub foremen and \$0.25 for foremen.

Wage sheets will be posted as soon as possible. Please check back.