



April, May, June 2019

Union Meetings are the 1st Thursday of the month
5:00 pm Executive Board Meeting
7:00 pm General Membership Meeting

Plumbers' Picnic Saturday August 24th!

Dear Brothers and Sisters,

I want to start out by thanking all of you who participated in Waters-Off Saturday March 30th. We had over 50 participants from Local 15, and even with a shortage of trucks available we were able to reach over 30 homes in Hennepin County. If you have not participated in this event in the past, I urge you to come out next year for Waters-Off and join with your brothers and sisters that have been volunteering for this community service event year after year.

I would like to congratulate all the graduating apprentices. By the time you read this article school will have wrapped up for our Apprentices for the 2018-2019 school year and the graduation ceremony just a few short weeks away. Local 15 had 32 Apprentices successfully complete the program this spring, and will be taking another relatively large group in again this year.

Please make sure to update your July calendar because the regular monthly union meeting scheduled for Thursday July 4th has been moved to the following week and will be held on Thursday July 11th. While you are in your calendar you may also want to make note of the Local 15 family picnic which will be **Saturday August 24th** at Wabun Park in Minneapolis. **Please note that it is on Saturday this year rather than Sunday** due to availability of the Park.

Brothers and Sisters, there is a lot to talk about in this Newsletter issue, and some of it we will be continuing to be talked about for months to come. The first item to highlight is the recent By-Laws change impacting our dues structure that had taken place over the past few months. This change originated from conversations and research that began more than a few years ago now regarding some of the issues we had under the old dues and working fee system and also some of the potential challenges that we faced had we done nothing and just continued on under that structure. Another reason for addressing the dues issues now was that the per Capita taxes that Local 15 is assessed by some of the umbrella organizations have been increasing. Most recently was the Minneapolis Building and Construction Trades Council increasing their per Capita, the State Building Trades is going through a restructure for their per Capita, and as you have likely heard by now the U.A. has mandated a \$0.10 per hour for every hour worked to be paid for the Organizing Department to be administered on a national level. The new "Dues Check-Off" system will take effect beginning with the month of May. As most of you know Dues are collected by two methods, Monthly or "Window" Dues, and then through "Working" dues/fees/assessments, etc.

The new dues structure has changed the amounts collected by both means. Active working members will see a reduction in the amount paid for monthly dues (the amount withdrawn from your Credit Union account the first of the month). For example: *a Minneapolis Journeyman who is working would have had a deduction of \$163.50 from their Credit Union account after May 1 under the old structure. After May 1 under the new system that same Journeyman will have \$55.00 deducted from their account.* This example is dues only, death assessments remain unchanged and will still be done quarterly. The hourly working fee is the other portion of the dues revenue structure that funds the unions programs such as Market Recovery, Residential Rebates, Building Corp., Entertainment Fund, Organizing, U.A. Special Issues Fund contributions, and also general Local Union operational expenses. These revenues are also all considered by the Department of Labor to be "Dues", and this portion of the dues formula increased from \$2.74 per hour to \$3.68 per hour after May 1 for the Minneapolis Journeyman. To put this change into perspective, the average hours currently worked across our entire membership is 142 hours per month. Under the old dues system, *the Minneapolis Journeyman would have paid \$163.50 monthly dues plus \$403.28 in working fees for a total of \$566.78 in dues for the month. Under the new structure effective May 1 the same Journeyman will pay \$55.00 in monthly (window) dues plus \$522.56 working dues for a total of \$577.56 in the same month. The net change for that Journeyman is \$10.78 more paid in dues for a month.* The hourly working dues operate the same as the working fee under the old structure. The more you worked the more you paid, and the less you worked the less you paid. The example explanation above was based on our largest membership population and that is a Journeyman working in the Minneapolis area. The principal is the same for the other working groups such as Apprentices which are calculated at lower percentages for their working dues, and St Cloud which is at a lower percentage due to the St Cloud area does not have access, nor do they fund either of the rebate programs. The dues rate structure was not changed for the retiree members, contractor members, metal trades members, and suburban inspectors. There was a change for the public sector group at the City of Minneapolis Inspectors and Trades unit, Park Board, Hennepin County Medical Center, and the Municipal Building Commission to establish a consistency in their dues structure. Following is the new language adopted in the By-Laws.

Section 2-"Dues"

Dues for Journeymen, Apprentices, and Gas Distribution

1. The dues for Journeymen and Apprentices shall be \$55.00 per month (window dues) plus working dues.

2. The dues for Gas Distribution shall be \$45.00 per month (window dues) plus working dues.

Working dues for Journeymen for work performed under the Minneapolis area Working Agreement shall be five percent (5%) of the total gross hourly wage and fringe package payable on all hours paid. Working dues for first, second, and third year Apprentices for work performed under the Minneapolis area Working Agreement shall be three-point five percent (3.5%), and for fourth and fifth year Apprentices shall be four percent (4%) of the total gross hourly wage and fringe package payable on all hours paid.

Working dues for Journeymen for work performed under the St. Cloud area Working Agreement shall be three percent (3%), and for Apprentices shall be two-point eight percent (2.8%) of the total gross hourly wage and fringe package payable on all hours paid.

Working dues for Gas Distribution

The working dues for Welders and Journeyman 1 shall be one and one-half percent (1.5%) of the total gross hourly wage and fringe package payable on all hours paid.

The working dues for Journeyman 2, Welder Helper, Fuser, and Apprentice Fuser shall be one-half percent (0.5%) of the total gross hourly wage and fringe package payable on all hours paid.

Dues for members who do not pay working dues

1.Metal Trades monthly dues for the City of Minneapolis shall be established at one point seventy-five (1.75) times the median base pay rate for all branches, plus optional death assessments.

2.Minneapolis supervisory and suburban inspector's monthly dues shall be established at one and six-tenths (1.6) times the United Association per Capita.

3.Contractor member's dues shall be established at Two and one half (2.5) times the United Association per Capita.

4.Monthly dues for Minneapolis Plumbing Inspector, Trades Unit, Park Board, School Board, Municipal Building Commission, Hennepin County Medical Center, and Marshall Fields shall be established at-two point seventy-five (2.75) times their base rate of pay.

5.Retired member's dues shall be established at U.A. minimum dues.



Trap And Skeet League

Sign up: Wednesday May 29th
5:00 p.m.
Metro Gun Club
10601 Naples St
Blaine, MN

With the exception of social evenings and special orders of business an attendance credit will be credited to every working Journeyman and Apprentice who attends the regular union meeting per month. Attendance credit shall be equal to thirty percent (30%) of the Journeyman window dues. Any member who is not working and is paying window dues only will not receive a credit for attending union meetings.

There will be a service charge on current monthly dues that are not paid on or before the first Thursday of the following month: Five dollars (\$5.00) for the first month, Ten dollars (\$10.00) for the second month and Fifteen dollars (\$15.00) for the third month. Intent of this section: 3 months service charge will be \$30.00. There will be a charge for bookkeeping costs incurred on all checks returned to the union office.

With the proper signature authorization form on file and sufficient funds in their account, window dues may be paid directly from the Building Trades Credit Union. Service charges shall apply for insufficient funds as per Art 3 Sec 2 (i).

One additional important item pertaining to "Dues" for our active members will be the transition schedule and catching up to the current month for active members. As most of you know under the current dues structure, dues are collected in arrears by two months. The way this was, puts us in conflict with the U.A. Constitution and our own By-Laws. Monthly Dues are due by the first Thursday of the following month. In other words, May dues are due by the June meeting. The transition to the new dues structure will begin May 1st. The monthly dues withdrawn the beginning of May will be for the month of March, and monthly dues withdrawn in June will be for the month of April. These next two monthly withdrawals will be the amounts under the old dues structure and then the dues withdrawn from the Credit Union the beginning of July will be the "catch-up" month and we will be deducting the new rate for the months of May, June, and July. What this looks like is this: for Journeymen and Apprentices in Minneapolis and St Cloud it is \$55.00 per month x 3 months (May, June, July) = \$165.00. For Gas Distribution members it will be \$45.00 per month x 3 months (May, June, July) = \$135.00. Anyone will have the option at any point to self-pay to catch up to the current month if they wish, the important thing is that we get on track with our own governing documents and required process. The month of August will then revert to the new normal monthly dues rate, Plumbers - \$55.00 per month, and Gas Distribution - \$45.00 per month.

The Allocations for May 1st have been completed. There was an increase in the Minneapolis area of \$2.75 this year, \$2.15 in the St Cloud area, and a 3.5% increase across the wage schedule for the Gas Distribution classifications. The new wage cards have been ordered and will be available soon.

Another big news topic for discussion is the future of Local 15's training. If you have not yet heard through gossip and the grapevine, Local 15 now faces the need to find a new home for training within the next few years. All the members of Local 15 have either benefited, or had the opportunity to benefit from our relationship with Dunwoody for many years, and it is only due to their growth and the need to expand that as our lease is drawing closer to an end that they wish to use the space we occupy to meet their future needs. It is difficult to think that we will be conducting Journeyman and Apprentice training somewhere else in the future, but that also brings some new excitement for the possibilities that come with re-establishing ourselves in the training department. We have all seen how rapidly the industry changes, and over twenty years it has changed significantly. All across the U. A. Locals have been faced with similar situations, and it is clear and apparent the value and importance placed on training for the future and future of our members. Your officers here at Local 15 are of the same mindset as those at the International level. If we are not growing this organization we will not sustain for the future. There is no such thing as holding your own, or stagnating. That is only a temporary position before a decline.

With all of this said, over the next several months UA Local 15's Building Corporation will be meeting and planning for the decisions that need to be made for a training facility, and also how the existing building at 708 South 10th Street fits into that plan as well.

The work outlook is still very strong for 2019 and already this spring we have had a steady stream of opportunity for jobs. Let us know immediately if you are laid-off so we can get you back out there working right away, and if you change shops you must let us know. Please continue to work smart and be safe, and from all of us at Local 15 we wish you a great spring.

Fraternally yours,

Scott Gale
Business Manager

Joe Lane
Business Agent

Scott Lichliter
Business Agent

Tom Pakkala
Business Agent

THE AARP REPORT Active Attractive Retired Plumbers

HAPPY SPRING!!!

I think it's time to put away the shovels, ice augers, and ski's, and dig out the fishing poles, golf clubs and swimming suits.
(Well, maybe not the latter, unless it's a one piece, covering all !!!)

Our meetings for this quarter are:

May 21st
June 18th

We are still at Elise's, starting at 12 Noon.

Hope to see everyone there !!

Some MILESTONE BIRTHDAYS being celebrated this quarter:

APRIL:

5th-Jackie Baker-70
9th-Curt Osvolden-75
9th-Curt Carlson-60
10th-Russ Smith-65
11th-Dale Bocan-65
15th-Al Torberg-95
19th-Doug Moos-70
24th-Gene Erdmann-65
28th-Winton Wold-75

MAY:

4th-John Schendel-75
7th-Russ Peterson-75
11th-John Dillon-90
21st-Henry Mallon-80
26th-Norb Adelman-80
28th-Larry Tessier-80
31st-Mike Peterson-70

JUNE:

1st-Jerry Jernell-75
5th-Ron Sherk-75
23rd-Dan Bobb-75

HAPPY BIRTHDAY TO ALL OUR
BROTHERS AND SISTERS
CELEBRATING BIRTHDAYS
THIS QUARTER

ENJOY THE SPRING!



Local 15 retired Officers,
Tom Culshaw, and Ken
Friendshuh

Remember to also check us
out at:
www.plumberslocal15.com



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