

TALKING POINTS FOR UNION CONTRACTORS

The following highlights some of the critical concerns which union contractors have identified with the proposed PLA submitted by the Building Trades Council for project work at the Iowa Events Center:

1. Such a PLA would strip union contractors (and their employees) of the terms of current collective bargaining contracts which already govern local labor/management relations.
2. The proposed PLA even strips union subcontractors of their right to bargain their own contracts on the Iowa Events Center project transferring this job to the Construction Manager.
3. The PLA would undermine current bargaining relationships thereby creating false expectations among craft unions for future relationships
4. The PLA would expand the number of union relationships required of general contractors many of whom may currently only have contracts with a handful of the basic crafts.
5. Such a PLA would increase union leverage to demand similar contract language and concessions from union contractors as part of their negotiated area agreements.
6. Such a PLA would infringe upon the right of union contractors to accept qualified bids from non-union electrical and mechanical subcontractors.
7. If the county “requires” the Construction Manager to enter into a PLA, it will even undermine the position of the Contract Manager by encouraging the unions to “hold out” for better contract terms knowing that they are guaranteed a PLA.
8. A mandatory PLA would possibly even encourage potential competition in the union market by forcing contractors who currently work open shop to become union contractors.
9. This draft PLA changes:
 - a. The relationship between the union contractor and the crafts on how referrals are made from the hall;
 - b. The grievance and arbitration procedures already in effect between union contractors and the crafts;
 - c. It negates all local, area and/or national agreements which may conflict with the PLA;
 - d. It changes workforce ratios;
 - e. It expands the rights of unions stewards on the job;
 - f. It alters how work jurisdictional disputes will be settled;
 - g. It opens the door for the union to add other benefit plans and to possibly re-negotiate some workers compensation issues;
 - h. It increases bonding requirements for union benefit plans.
10. The PLA requires the Construction Manager to monitor all of the labor relationships on the project thereby significantly increasing the responsibilities and costs to the Construction Manager.
11. ***Bottom line, a PLA significantly changes the relationships between union contractors and the crafts and it will increase the expense to the taxpayers for performing construction work on the Iowa Events Center.