

## Memorandum of Agreement

This Memorandum of Agreement is made and entered into this 1<sup>st</sup> day of June 2020 by and between MCA Detroit, Inc. ("MCA" or "the Association") and Journeyman Plumbers Local No. 98 of Detroit, Michigan ("Local 98" or "the Union") (collectively the "Parties").

WITNESSETH

WHEREAS the Parties have met and discussed the 2020 allocations for all classifications covered in the Parties' 2019 - 2025 Collective Bargaining Agreement ("CBA"), and,

WHEREAS Local 98 desired modifications to some of the allocations outlined in the CBA, and,

WHEREAS, The Association wishes to unilaterally alter the Employer's contribution to the Mechanical Contractors Apprenticeship & Training Reimbursement Fund ("IARF") as it has in the past, and,;

WHEREAS, Local 98 disputes the Association's assertion that it has the unilateral right to alter IARF contribution rates but agrees to the alteration in this instance, and,

WHEREAS, nothing in this Agreement prejudices the Parties' respective positions on whether the Association has the unilateral right to modify IARF contribution rates, and,

WHEREAS due to the current COVID-19 Pandemic, Local 98 is not able to conduct its customary allocation voting procedures;

NOW THEREFORE IT IS AGREED:

- 1) The 2020 contractual \$2.00 increase will be allocated as follows for Unrestricted Journeyman. The "Rainy Day Fund" will move from Insurance Fund to Defined Benefit Pension. An additional \$0.80 is allocated to Defined Benefit Pension for an overall increase of \$1.30 to the Defined Benefit Pension. \$0.50 is allocated to Base Wages. \$0.25 is allocated to Working Dues. \$0.25 is allocated to Defined Contribution. \$0.20 is allocated to Cash Balance Pension. The Parties agree to a contract exception for this allocation.
- 2) The 2020 contractual \$1.50 increase will be allocated as follows for Service, Residential and Light Commercial Journeyman. \$0.40 is allocated to the Base Wage. \$0.20 is allocated to Working Dues. \$0.60 is allocated to Defined Benefit Pension. \$0.30 is allocated to the Cash Balance Pension. The Parties agree to a contract exception for this allocation.
- 3) The 2020 contractual \$0.80 for years 1-5 apprentices will be allocated as follows. \$0.10 is allocated to General Dues. \$0.40 is allocated to Cash Balance Pension. \$0.30 is allocated to Defined Contribution. The Parties agree to a contract exception for this allocation.

4) The 2020 contractual \$0.25 increase for all metal trades classifications will be allocated as follows. \$0.20 to Base Wages. \$0.05 to General Dues. The Parties agree to a contract exception for this allocation.

5) The Association increases the contribution of Employers to the IARF by 15 cents per hour worked by each employee worked in the following classifications: Unrestricted Journeyman; Service, Residential, or Light Commercial Journeymen; Metal Tradesmen; Service Worker; Applicant; and Working Principal.

6) The 2020 allocations are reflected in the executed Labor Update for June 1, 2020 which is attached to this Memorandum of Understanding.

7) The Parties understand that this allocation agreement is subject to ratification of the membership of Local 98 when such a vote is feasible and should the allocation not be adopted by June 5, 2020, any re-allocation shall be effective the first Monday following the month in which it is ratified.

WHEREFORE this Memorandum of Agreement has been executed by the duly authorized representatives of the Parties on the date first written above

MCA Detroit, Inc.

Journeyman Plumbers Local No. 98

(UA) of Detroit, Michigan

By: Christopher J. Freeman  
6/1/2020

By: Calvin J. Carls  
6-1-2020