



PAC INDUSTRY FUND

THE JOINT CONNECTION

NEWS LETTER

Editor, Bud Riestenberg

Vol: 012011 Editions 01

FOR PAC CONTRACTORS, BY THE PAC INDUSTRY FUND

- CEU Schedule.
- Going Green.
- Local News.
- South Florida News.
- What's up with the Fed's.
- You and your Employees
- The most powerful Motivator of people

PAC CONTRACTOR CONTINUING EDUCATION SCHEDULE

- April 5, 2011; 2 hour CEU, Management 101 starts 11:00am to 1:00pm. Lunch will be served. Instructor, Bud Riestenberg
- May 12, 2011; 2 hour CEU, Med Gas I & II refresher starts 3:30pm to 5:30pm. Refreshments will be served. Instructor, Joe Kajak.
- June 14, 2011; 2 hour CEU, Test & Balance and Commissioning, starts 11:00am to 1:00pm. Lunch will be served. Instructor, Bud Riestenberg.
- July 12, 2011; 2 hour CEU, Negotiation & Interpreting Contracts, starts 11:00am to 1:00pm. Lunch will be served. Instructor, Bud Riestenberg.
- August 16, 2011; 4 hour CEU, Risk Management, starts 10:00am to 2:00pm. Lunch will be served. Instructor, Bud Riestenberg
 - ❖ Please notify our office if wish to attend any of these CEU classes.

Going Green

The PAC Industry Fund is Going Green by sponsoring the United Associations Green Trailer. The Green Trailer will be in the West Palm Beach area for the PHCC trade show on March 23. The show will be at the South Florida Fair Grounds. Starts at 4:30pm and will go until 9:00pm. Plenty of food and beverages for everyone.

If you are looking for new products or just time away, come explore the new products at the trade show. I am sure you will find new products you cannot live without. And the UA's Green Trailer a must see.

For more information, please contact our office.

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Page 2 of 4

Local News



What up with the FED's



Board proposes rule to require posting of NLRA rights Notices would be similar to those detailing rights under safety, wage and Anti-discrimination laws The National Labor Relations Board has submitted to the Federal Register a Notice of Proposed Rulemaking, which provides for a 60-day comment period. The rule would Require employers to notify employees of their rights under the National Labor Relations Act. As the Notice states, the Board "believes that many employees protected by the NLRA Are unaware of their rights under the statute. The intended effects of this action are to increase knowledge of the NLRA among employees, to better enable the exercise of rights under the statute,

Continued page 3

Pipe U Training Director Bill Keene

January 25, 2011

To: PAC Industry Fund
Attn: Bud Riestenberg

Dear Bud

Pipe U apprenticeship has had an ongoing relationship with the Construction Academy at Seminole Ridge High School for a few years now. The instructor Rick Terkovitch has contacted me again this year in regards to their job shadowing program. They currently have three students interested in Plumbing and three interested in Welding. The academy is asking that the shadowing occur on 2-14-11 but can work within a day or two either way. Farmer and Irwin Inc. and Stokes Mechanical Inc. have hosted the academy students the past two years by allowing one or more of them to shadow one of their employees either on a jobsite or at their shops. This gives the construction academy students a view of what the trade they are interested in is all about.

The high school provides liability coverage for their students while they are on the job or at the contractors businesses. The students do not get paid they just want them to have a real world experience. Academy students can shadow for the entire day or just for a few hours. The student's school schedule is 7:30AM to 3:30PM and the school would like them to work within those hours but can be flexible.

Pipe U had worked with the Construction Academy to foster a future resource of students pre-trained for the trades. I would appreciate your sending this out to your contractors and have anyone who is interested contact me.

Thanks Bud

William Keene Jr.
Training Director

To learn more how to participate in hosting a student, please contact Bill Keene or our office.

and to promote statutory compliance by employers and unions.” Private-sector employers (including labor organizations) whose workplaces fall under the NLRA would be required to post the employee rights notice where other workplace notices are typically posted. If an employer communicates with employees primarily by email or other electronic means, the notice would be posted electronically as well. The notice would be available from the agency’s regional offices and could also be downloaded from the NLRB website. The proposed notice is similar to one recently finalized by the U.S. Department of Labor for federal contractors. It states that employees have the right to act together to improve wages and working conditions, to form, join and assist a union, to bargain collectively with their employer, and to choose not to do any of these activities. It provides examples of unlawful employer and union conduct and instructs employees how to contact the NLRB with questions or complaints.

This rule was originally proposed in a petition to the NLRB by Charles Morris, Professor Emeritus of Law, Southern Methodist University, in 1993. Similar postings are already required under the Fair Labor Standards Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Occupational Safety and Health Act, the Americans with Disabilities Act, and the Family and Medical Leave Act, among other workplace laws.

Continued page 4

Contractors and Local 519 working together

January 4, 2010

Dear Contractors,

Please be advised that as of today Jan. 4th, 2011, I will have to temporarily suspend the use of the Industry Fund for any projects until further notice.

Any payments that are currently pending will be processed by the end of the week.

Please forward the information for any projects currently pending and for those that not have been awarded as of today’s date with the amounts requested.

This decision was arrived at due to the fact that there has been an overwhelming demand from the Fund.

I will need a reasonable amount of time to assess what is currently outstanding and the potential cost of future commitments.

I have already spoken with several Contractors, regarding this matter, and we all have all come to a consensus that there is a need to have a Labor- Management meeting to discuss the utilization of the Industry Fund, as well as any other initiatives that we may need to implement in order to keep our contractors competitive.

This meeting will be open to all signatory contractors of Plumbers Local Union 519. I urge you and any representatives from your company, who may be helpful in offering up any constructive proposals to create more work, to commit to attending this most important meeting.

Local Union 519’s officers and members are ready, willing and able to make any adjustments in our Collective Bargaining Agreement as are deemed necessary to achieve the goals set at this meeting.

Please contact me at (305) 362-0519 if you plan on attending this meeting vital to Labor and Management’s longstanding partnership.

Meeting Date: Thursday January 13th 2011.

Continued Meeting January 13th, 2011

The members of Local 519’s Negotiating Committee met with several signatory contractors on Thursday January 13th, 2011.

The purpose of this meeting was to discuss the current economic conditions that our contractors are competing against when bidding projects in our jurisdiction.

The members of the committee recognize that during these difficult times it is their duty to review the current Collective Bargaining Agreement (CBA) for any conditions which may hamper our ability to increase our share of projects in our area.

After a long productive discussion it was a consensus that the requirements of overtime and shift work needed to be readdressed. Local 519’s negotiating committee has recommended the attached language be * temporarily added to the CBA.

*** These changes will be for a six (6) month trial period only, and is not intended to permanently replace the current language in the CBA.**

Any projects bid on or after Monday January 17, 2011 (excluding any work considered to be “Service”) may use such language.

On or before July 14, 2011 the committee and the contractors shall meet and evaluate the

success of the changes and make a recommendation on whether or not to continue with the program.

Local 519 reserves the right to revoke at any time the suggested language from any signatory contractor whom the Local Union feels is not using the conditions for its original intent.

The Industry Fund, as well as any other initiatives that we may need to implement in order to keep our contractors competitive. This meeting will be open to all signatory contractors of Plumbers Local Union 519. I urge you and any representatives from your company, who may be helpful in offering up any constructive proposals to create more work, to commit to attending this most important meeting.

Local Union 519’s officers and members are ready, willing and able to make any adjustments in our Collective Bargaining Agreement as are deemed necessary to achieve the goals set at this meeting.

Please contact me at (305) 362-0519 if you plan on attending this meeting vital to Labor and Management’s longstanding partnership.

The NLRA applies to most private-sector workplaces. Employers of airline, railroad, and agricultural workers are not covered. Section 6 of the NLRA authorizes the Board to issue “such rules and regulations as may be necessary to carry out the provisions” of the statute. Board Member Brian Hayes dissented from the issuance of the proposed rulemaking, stating his belief that “the Board lacks the statutory authority to promulgate or enforce the type of rule which the petitions contemplated and which the proposed rule makes explicit.”

Public comments are invited on all aspects of the proposed rule, including the issue of the Board’s authority raised by the dissent, and should be submitted within 60 days of publication in the Federal Register, either electronically to www.regulations.gov, or by mail or hand-delivery to Lester Heltzer, Executive Secretary, NLRB, 1099 14th Street NW, Washington DC 20570. A fact sheet and further information about the proposed rule is available.

The National Labor Relations Board is an independent federal agency vested with the power to safeguard employees’ rights to organize and to determine whether to have unions as their bargaining representative. The agency also acts to prevent and remedy unfair labor practices committed by private sector employers and unions.

FROM THE COACH

COACHES CORNER

Wow! A REAL INSIGHT!

I arrived early to a meeting with a client’s field supervisors. One of the superintendents had arrived early as I had so we began to chat. He was new to the company having arrived recently from the mid-west.

During our conversation he said something that really gave me an AHA moment. He stated his philosophy is that the building industry is basically a PEOPLE business.

That certainly hit home, as so much of what I cover in workshops and one-on-one consulting involves people and how we relate to, communicate with, motivate, manage and lead PEOPLE.

Too often we think in terms of job sites, materials, supplies, building processes, schedules and budgets and forget all that is not relevant without PEOPLE. They take all that “stuff” and turn them into a finished project.

Do you have any competitors in the market place? Can they buy trucks, equipment, materials, supplies, etc., etc.? Of course they can.

What is the only thing that sets your company apart from every competitor out there, now and any who will appear in the future?

You’re PEOPLE

That is pretty heavy duty isn’t it? The only aspect of your company that guarantees success or failure is your PEOPLE.

This newsletter will be all about PEOPLE.

The Most Powerful Motivator of PEOPLE

Tell me you didn’t say “money” first. That is what most folks jump on right away. Now money is important, that’s for sure; but it isn’t number one.

During these challenging times did you let some folks go in the first round that were highly paid? Did you realize that highly paid doesn’t mean highly competent and/or highly motivated? I bet you did.

One of the bad habits we acquired during the “good times” was to bribe people with more money to get them to work harder, smarter, etc. How did that work for you?

The number one motivator of a human being is:

APPRECIATION

Note that I did not say praise; just simple appreciation.

This applies to personal relationships, work relationships – all relationships. Did you know that the number one reason for relationships breaking up is that one party does not feel appreciated? That is why couples get divorced and why team members leave.

Or, if they don’t leave, they are not very motivated to give their best. I have seen countless examples of this in my thirty years of coaching.

The number one phrase of appreciation is two simple words – “thank you”. Next comes another simple phrase – “good job”.

Does that seem difficult? Of course not; but it is rarely exhibited in most relationships.

Future newsletters will deal with ways and means of truly appreciating your team members.

But what if you have nothing to appreciate about a certain team member?

Then why are they still on your team?