

LOCAL 281 AND NFSA FINAL TA'S
June 26, 2024

1. Articles 1 - 6 [TA 4/18/24] No Changes to Existing Language

2. Article 7, Paragraph D.

- “All service and emergency work between ~~midnight~~ 9:00 pm and 6:00 a.m. shall be paid at the rate of double time.” [TA 6/6/24]
- The following days shall be considered Holidays: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day. When one of the above holidays falls on Sunday, the following Monday shall be considered the holiday and all work performed on said day shall be at the double time rate. “If an employer unilaterally decides to cancel work on the day before or after a holiday and the jobsite remains open for the employer, the affected employees will be paid four (4) hours of wages, to be paid in the next pay period.” [TA 4/18/24]

3. Article 8, Wages

- July 1, 2024 – Economic package increase of \$4.50 per hour to be allocated by the Union.
- July 1, 2025 – Economic package increase of \$4.25 per hour to be allocated by the Union.
- July 1, 2026 - Economic package increase of \$4.25 per hour to be allocated by the Union.
- July 1, 2027 - Economic package increase of \$4.25 per hour to be allocated by the Union.
- July 1, 2028 - Economic package increase of \$4.50 per hour to be allocated by the Union. [TA 6/26/24]
- “In the event a Journeyman Sprinkler Fitter or Apprentice is laid off, he shall be paid in full within twenty-four (24) hours from when his services are thus discontinued.” [TA 6/19/24]

4. Article 9, Per Diem

- All members performing work in the area bounded by Fullerton to the north, Cermak to the south, Ashland Avenue to the west, and Lake Michigan to the east shall be reimbursed for all parking expenses or paid a carfare of \$15.00 per day. All members performing work in Grundy, Kane, Kendall, McHenry, and Will counties in Illinois and Porter County in Indiana North of U.S. Route 30 shall be paid carfare at the rate of \$15.00 per day. [TA – 6/18/24]
- “When an employee moves from job to job during the course of a day, he shall be paid at the standard mileage rate as set by the Internal Revenue Service (I.R.S.) for the most direct route and shall be reimbursed by the employer for any additional parking expenses incurred by the employee. When an employer furnishes an employee a company vehicle, the expenses, as set forth in this Article shall not be paid to the employee that is furnished the company vehicle, nor shall such expenses be paid to any passengers in said company vehicle.” – [TA 4/17/24 – 12:20]

5. Article 10, Materials, Equipment Fabrication

- “No sprinkler head shall be installed or prepared for installation (i.e., application of tape or pipe sealant) on any material unless done by employees working under this Agreement. This shall not include heads made on, taped and/or sealed by the manufacturer.” [TA – 6/5/24]

6. Article 12, Manpower

- “All employees, when working at the installation, operating, maintenance, repair, servicing, inspecting, testing, renovation, upgrading, modernization, replacement and dismantling of fire protection and fire control systems, shall work under the terms and conditions of this Collective Bargaining Agreement.” [TA 6/26/24]

7. Article 13, Tools – [TA 4/18/24] No Changes to Existing Language

8. Article 14, Production of Labor

- “It is agreed that there shall be a sufficient number of employees at all times to handle work in a proper manner.” [TA - 4/18/24]

9. Article 15, Grievance Procedure and Arbitration - No Changes to Existing Language - [TA 6/6/24]

10. Article 16, Jurisdiction

- “The work of the sprinkler fitter shall consist of the installation, operation, maintenance, repairing, servicing, inspecting, testing, renovation, upgrading, modernization, replacement and dismantling of all fire protection and fire control systems including the inspection, testing and dismantling of pipe, the unloading, handling by hand or with power equipment and installation of all piping or tubing, appurtenances and equipment pertaining thereto, including both overhead and underground water mains, fire hydrants and hydrant mains, standpipes, and hose connections to sprinkler systems, sprinkler tank heaters, air lines and thermal systems used in connection with fire protection and alarm systems, also tanks and pumps connected thereto, and also including but not limited to mulsifyre, waterfog, spray, CO-2, foam, fog foam and cardox, gas suppression, window releases, water mist, Halon, FM200, NOVEC 1230, and V.E.S.D.A (Very Early Smoke Detection Apparatus), but excluding steam fire protection systems and standpipes not connected to automatic sprinklers.” [TA 6/26/24]

11. Article 17, Apprenticeship

- There shall be no Saturday school. All first-year apprentices will attend day school (8 hours paid) once per week. All apprentices in years two through four will attend day school (8 hours paid) bi-weekly. There shall be no classroom training for fifth year apprentices. [TA – 6/18/24]
- July 1, 2024 – Contribution Rate increase to \$1.00
- July 1, 2025 – Contribution Rate increase to \$1.05
- July 1, 2026 – Contribution Rate increase to \$1.10 [TA – 6/18/24]
- Apprentices will receive the full Training Fund contribution rate beginning year one of the apprenticeship and continuing throughout the duration of the apprenticeship. [TA – 6/18/24]

- Health and Welfare contribution rate shall be as follows:
 - i. First year apprentices – Seventy percent (70%) of the journeyman contribution rate
 - ii. Second and Third year apprentices – Seventy-five percent (75%) of the journeyman contribution rate
 - iii. Fourth year apprentices – Eighty percent (80%) of the journeyman contribution rate
 - iv. Fifth year apprentices – Eighty-five percent (85%) of the journeyman contribution rate [TA – 6/18/24]
- The jobsite ratio of apprentice to journeyman shall not exceed four (4) apprentices to one (1) journeyman, unless otherwise approved by the Business Manager. - [TA – 6/18/24]
- “If an apprentice is required to work off hours or shift work on the second or third shift at the shift rate of 15% above straight time and the apprentice attends school on their regularly scheduled school day within the same twenty-four (24) hour period that the shift work ended, the apprentice shall be paid at the rate of time and a half for all hours of school attendance.” [TA 6/5/24]
- “When an employer employs ~~three (3)~~ six (6) or more men one (1) of these shall be an Apprentice. [TA 6/5/24].
- Delete all outdated and unnecessary language.

12. Articles 18-20,

- Revise to Current Dates and Amounts. No Other Changes. [TA 6/6/24]

13. Articles 21 – 23

- No changes to existing language. [TA 6/6/24]

14. Article 24 – Deleted in its Entirety. Deduction to be reallocated to wages. [TA 6/19/24]

15. Article 25

- “Said bond shall be on such form as provided by the Union and reviewed by the NFSA and shall expressly guarantee, in the following order of priority” – [TA 4/18/24]
- “Updated bond forms as provided by the Union and reviewed by the NFSA shall be returned by the employer no later than July 1, 2025.” [TA 4/18/24]
- No other changes to existing language

16. Articles 27 – 31

- No changes to existing language. [TA 6/6/24]

17. Article 32 – Modular Fabrication

- “Unless otherwise approved by the Business Manager in writing, which approval shall not be unreasonably withheld, all modular prefabricated whole or partial sprinkler systems or fire control/suppression systems shall be accepted for installation provided there is a U.A. label or the prefabrication of such systems is performed in a shop by men receiving the Sprinkler Fitter building trade rate of the area in which the shop is located. The Employer shall provide written notice to the Union within thirty (30) days of award of all such projects.” [TA 6/6/24]

1. Article 33 – Global Positioning System (GPS) and other Electronic Surveillance

- “Employers may maintain global positioning system (GPS) in company vehicles to keep track of the vehicle location and for other safety related reasons. Employers may not use any information obtained from GPS for disciplinary purposes, except when written consent is obtained from the Union.” [TA 6/19/24]
- “Employers may install outward facing cameras in company vehicles for safety related purposes. No driver audio shall be captured. Cameras may be covered when a vehicle is parked at an employee’s home residence. Information obtained from vehicle cameras may not be used for disciplinary purposes, except when written consent is obtained from the Union.” [TA 6/19/24]