

# MARBA MATTERS

## GRIEVANCES AND ARBITRATIONS<sup>i</sup>

### Mid-America Regional Council of Carpenters Arbitration Demands

MARBA received two arbitration demands in the month of January. One demand was for unpaid wages to a specific member. The other demand was for an alleged violation of Article X (Job Steward).

### Laborers Joint Grievance Committee

The Laborers JGC did not meet in January. The next regularly scheduled JGC will take place on February 28, 2023, at the Laborers Burr Ridge office provided there are any grievances set to go forward.

### Operating Engineers Joint Grievance Committee

The Operating Engineers JGC did not meet in January. The next JGC is currently scheduled for February 1, 2023, at the Operators office in Countryside. There are currently eight (8) grievances to be heard.

### Teamsters Joint Grievance Committee

The Teamsters JGC did not meet in January. The next regularly scheduled hearing is on February 23, 2023, provided there are any grievances set to go forward. The hearing would take place at the Teamsters office in Burr Ridge.

## COLLECTIVE BARGAINING/LABOR ISSUES

### Bargaining Rights Packet Distributed

As was reported in the last MARBA Matters, MARBA has distributed the 2023 bargaining rights packet to its MARBA constituent associations. This important paperwork pertains to the MARBA agreements expiring in 2023 (Bricklayers ADC 1 and Teamsters Joint Council 25). Completed paperwork has a return date of February 15, 2023. If you have any questions about the bargaining rights packet you can contact your association or MARBA Executive Director Aaron Janik at [ajanik@marba.org](mailto:ajanik@marba.org).

**INDUSTRY NEWS****MARBA to Sponsor Mark Breslin 5 Minute Foreman Training Course**

MARBA will be sponsoring a fantastic program on February 9, 2023, featuring Mark Breslin. The program, entitled the “5 Minute Foreman Training Course” is for lead men, foremen, superintendents and other field leaders or managers. Mark is a world renown speaker who has presented a variety of training courses to over 350,000 people worldwide. To register for this program please contact your MARBA member association.

**Chicago Chapter of NAWIC to Celebrate Women in Construction Week**

The National Association of Women in Construction (NAWIC) will celebrate the 25th Annual Women in Construction (WIC) Week March 5-11, 2023. NAWIC’s mission is to enhance the success of women in the construction industry.

The focus of WIC Week is to highlight women as a visible component of the construction industry. It is also a time for local chapters to give back to their communities. WIC Week provides an occasion for NAWIC’s thousands of members across the country to raise awareness of the opportunities available for women in the construction industry and to emphasize the growing role of women in the industry.

Nora Degnan, who serves as the MARBA Board of Directors Secretary, is the Chairwoman for the Chicago Celebration. More information regarding the Chicago Celebration can be found [here](#).

**Corrugated Supply Companies Cut Production for First Time Since 2020**

According to a recent article by Bloomberg, several companies that manufacturer corrugated shipping products have curtailed operations in the third quarter 2022 with a similar decrease in fourth quarter 2022 expected. This larger decrease is the first time since 2020 that production has slipped in this segment of manufacturing. The world’s biggest exporter of packaging paper is reporting declines of over 20%. The corrugated supplies industry is seeking production cuts not only in the U.S. but production facilities in China, Brazil, and some in Europe are seeing large declines in output. The decline in cardboard box demand is being felt by companies such as Proctor & Gamble which reported a decline in quarterly earnings for the first time since 2016. E-commerce retailers, which utilize corrugated products at nearly every point in the transaction process are also reporting declines in sales translating to less corrugated products being needed.

STATE OF THE ECONOMY

Economic Indicators

Unemployment Rate	December U.S. 3.5% (November U.S. 3.6%) Illinois 4.7% (49 <sup>th</sup> )
Labor Participation Rate	December 2022 = 62.3%, November 2022 = 62.2%,
CPI All Urban Consumers	December 2022 over December 2021 = 6.45% 1 <sup>st</sup> Half 2022 over 1 <sup>st</sup> Half 2021 = 8.30% 2 <sup>nd</sup> Half 2022 over 2 <sup>nd</sup> Half 2021 = 7.71%
CPI Chicago All Items	December 2022 over December 2021 = 5.46% 1 <sup>st</sup> Half 2022 over 1 <sup>st</sup> Half 2021 = 7.72% 2 <sup>nd</sup> Half 2022 over 2 <sup>nd</sup> Half 2022 = 7.47% Annual 2022 = 7.55%
CPI Midwest All Items	December 2022 over December 2021 = 6.77% 1 <sup>st</sup> Half 2022 over 2 <sup>nd</sup> Half 2021 = 8.50% 2 <sup>nd</sup> Half 2022 over 2 <sup>nd</sup> Half 2022 = 7.50% Annual = 7.99%
Union Membership	2021 10.3% (Private Sector 6.1%), 2020 = 10.8% 2021 Rate of Unionized Construction Workers = 12.6% 12.7% (2020), 13.6% (2019), 13.8% (2018)
30 Year Fixed Mortgage	Week ending January 26, 2023, 6.13%, previous week 6.15% Annual Average 2.96% (2021), 3.11% (2020)
15 Year Fixed Mortgage	Week ending January 26, 2023, 5.17%, previous week 5.28% Annual Average 2.27% (2021), 2.61% (2020)
Brent Crude Oil	\$85.52 (as of January 31, 2023, at 2:54 p.m.) \$145.61 per barrel all time high July 2008 \$2.23 per barrel all time low May 1970
Privately Owned New Housing Building Permits	1.6% below revised November rate 29.9% below December 2021 rate
Privately Owned New Housing Starts	1.4% below revised November rate (+/-16.9%) 21.8% below December 2021 rate (+/-11.2%)
GDP	Q4 2022 (Adv) +2.9% Q3 2022 (3 <sup>rd</sup> ) +3.2% Q3 2022 (2 <sup>nd</sup> ) +2.9%

Q3 2022 (Adv)+2.6%

DJIA

34,086.89 as of January 31, 2023 (3:00 p.m.)

32,871.62 as of December 28, 2022 (4:00 p.m.)

**JANIK'S J.D. – AN UPDATE ON LABOR/CONSTRUCTION LEGAL ISSUES**  
**AARON JANIK – EXECUTIVE DIRECTOR MARBA**

### **Amazon and Apple Accused of Labor Law Violations**

Within the past week, two of the world's largest employers, Amazon and Apple, have been accused of violating federal labor laws as it pertains to union organizing efforts. With respect to Amazon, an ALJ found that the company violated federal labor laws when it threatened employees to withhold wage increases and benefits if workers at one its New York facilities attempted to unionize. The ALJ further found Amazon violated federal labor law when it unilaterally removed a post made by an employee on an internal company application regarding paid holidays.

The General Counsel for the NLRBA asked the ALJ to overturn years of Board precedent, including the *Babcock & Wilcox Co.* case (1948), to the extent it allows employers to require employees attend "captive" audience meetings. Overturning *Babcock & Wilcox Co.* has been a priority of the General Counsel. As it pertained to the overruling of the Board precedent the ALJ indicate they were required to follow current Board precedent and as such declined to overrule those cases.

As it pertains to Apple, the NLRB issued a statement that it has found that Apple violated federal labor laws when CEO Tim Cook issued an email in 2021 that "threatened" to expose "leakers" at the Company. Charges were filed by two former employees that claimed Apple's policies discouraged employees from discussing issues pertaining to certain upper-level management. The charges also alleged employees were prohibited from discussing or seeking information from fellow employees about wage data, return to work policies and COVID vaccinations polices.

If Apple and the complainants are not able to settle the case the Board has already indicated it will issue a complaint and hold a hearing on the matter. The General Counsel has the option to file exceptions to the decision which would then be heard by the entire NLRB. If that is the case, it is possible the Board focuses on the Board precedent the ALJ was restricted in overturning thus ushering in a new era of employer restrictions with respect to captive audience meetings.

**UPCOMING SEMINARS/EVENTS**

**MARBA to Host Mark Breslin 5 Minute Foreman Seminar**

MARBA, in conjunction with its member associations, will be hosting Mark Breslin as he presents his 5 Minute Foreman workshop. This workshop is geared towards the next generation of field leaders.

Date: Thursday, February 9, 2023  
 Time: 11:00 a.m. to 3:00 p.m.  
 Location: Rivers Casino  
 3000 S. River Road  
 Des Plaines, IL  
 Cost: Contact Your Member Association for Pricing  
 Contact: [ajanik@marba.org](mailto:ajanik@marba.org)

**CALENDAR**

<b>FEBRUARY 1</b>	<b>8:30 A.M.</b>	<b>OPERATING ENGINEERS JGC (COUNTRYSIDE) MARBA</b>
<b>FEBRUARY 3</b>	<b>12:00 P.M.</b>	<b>ASSOCIATION EXECUTIVES MEETING (MARBA)</b>
<b>FEBRUARY 7</b>	<b>10:30 A.M.</b>	<b>CEMENT MASONS LMCC (BELLWOOD)</b>
<b>FEBRUARY 8</b>	<b>8:00 A.M.</b>	<b>BRICKLAYERS FUND MEETINGS (ELMHURST)</b>
<b>FEBRUARY 9</b>	<b>11:00 A.M.</b>	<b>MARK BRESLIN SEMINAR (DES PLAINES)</b>
<b>FEBRUARY 10</b>	<b>8:00 A.M.</b>	<b>CISCO ANNUAL MEETING (SCHAUMBURG)</b>
<b>FEBRUARY 17</b>	<b>9:00 A.M.</b>	<b>CONSTRUCTION INDUSTRY FORUM (MARBA)</b>
<b>FEBRUARY 22</b>	<b>9:00 A.M.</b>	<b>TEAMSTERS JGC (BURR RIDGE)</b>
<b>FEBRUARY 28</b>	<b>9:00 A.M.</b>	<b>LABORERS JGC (BURR RIDGE)</b>

*Information for MARBA Matters was obtained from the following sources: BNA Construction Labor Reports, Crain's Chicago Business, Northwest Times of Indiana, Chicago Tribune, and Sun-Times, CDQ, and the BLS, as well as various websites and other publications.*

**Did You Know?**

Comet 2022 E3 ZTF will be visible in the night sky (look to the north) starting on February 1. The next time it will be visible will be in 50,000 years.



CHIEFS OR EAGLES????