

MARBA MATTERS

GRIEVANCES AND ARBITRATIONSⁱ

Mid-America Carpenters Regional Council Arbitrations

MARBA did not receive any arbitration demands in the month of January.

Laborers Joint Grievance Committee

The Laborers Joint Grievance Committee did not meet in January. The next regularly scheduled JGC is set for February 27, 2024, at the Laborers District Council offices in Burr Ridge.

Operating Engineers Joint Grievance Committee

The Operating Engineers Joint Grievance Committee was not scheduled to meet in January. The next regularly scheduled JGC hearing is on February 7, 2024, at the Operating Engineers offices in Countryside. There are two grievances on the docket.

Teamsters Joint Grievance Committee

The Teamsters Joint Grievance Committee did not meet in January. The next regularly scheduled JGC hearing will be February 29, 2024, provided there are any cases set to go forward.

COLLECTIVE BARGAINING/LABOR ISSUES

MARBA Distributes Bargaining Rights Packet

Negotiations will take place in 2024 between MARBA and the Operating Engineers Local 150. As such, MARBA has sent Bargaining Rights Informational Packets to the MARBA Associations. If you have yet to complete your bargaining rights packet, please do so as soon as possible. If you need to request a bargaining rights packet, please contact your MARBA Association. If you have questions about the information contained in the bargaining rights packet you may contact your Association or Aaron Janik at ajanik@marba.org.

Additionally, consent forms have been sent out dating back to October 2023 regarding the five-year extension reached between MARBA and the Carpenters. If you have not yet returned those consent forms to your MARBA Association, please do so as soon as possible. Again, if you have questions about the consent forms you may contact your Association or Aaron Janik at ajanik@marba.org.

Both the consent forms and bargaining rights form are time sensitive so please refer to the dates contained in the respective documents to ensure timely compliance.

List of Expiring Contracts Posted on MARBA Website

A list of contracts set to expire in 2024 has been posted to the MARBA website. This list can be accessed by clicking [here](#). This list will form the basis for the weekly Negotiation Update emails that will begin sometime in April. If you are aware of any agreements expiring not on the list, please contact Aaron Janik at ajanik@marba.org.

INDUSTRY NEWS

White Sox on the Move?

The Chicago White Sox have announced they may be looking to move stadiums leaving the Bridgeport neighborhood they have called home since the early 1900's. Chairman Jerry Reinsdorf and other White Sox officials have spoken directly with Chicago Mayor Brandon Johnson, and 3rd Ward Alderwoman Pat Dowell to discuss the potential move. All three parties have expressed optimism on the project moving forward.

The proposed site of the new ballpark would be located on land in the "78" neighborhood. The tract of land, owned by Related Midwest, sits on prime undeveloped land in the south loop. The property is bordered by the Chicago River to the west, Clark St. to the east, Roosevelt Rd. to the north, and Ping Tom Park to the south. It covers 62 acres. Currently, there are railroad tracks that cut through the center of the proposed site. These tracks would be moved to make way for the new 35,000 to 38,000 seat stadium.

No new taxes are being proposed (yet) but rather, existing bonds would be extended. Major League Baseball does not kick in money for stadium developments but revenue sharing money the White Sox would be entitled to could be used to help offset initial infrastructure improvements needed to get the project off the ground. A lot of things need to fall into place for this project to get off the ground, but early signs are many of the principal players, including Mayor Johnson, state legislative leaders, and MLB Commissioner Rob Manfred have all expressed optimism for the project. Also weighing in with a positive endorsement is Chicago Federation of Labor President Bob Reiter.

STATE OF THE ECONOMY

Economic Indicators

Unemployment Rate	December 2023 U.S. 3.7% (November 3.7%), Illinois 4.8% (tied 47 th)
Labor Participation Rate	December 62.5%, November 62.8% October 62.7%
CPI All Urban Consumers	December 2023 over December 2022 = 3.35% Half Year 1, 2023 = 4.88%, Half Year 2, 2023 = 3.38%
CPI Chicago All Items	December 2023 over December 2022 = 3.34% Half Year 1, 2023 = 4.15%, Half Year 2, 2023 = 2.53%, Annual = 3.33%

CPI Midwest All Items	December 2023 over December 2022 = 3.33% Half Year 2023 = 4.55%, Half Year 2, 2023 = 2.99%, Annual = 3.69%
Union Membership	2023 = 10.0% (Private Sector 6.0%) 2022 = 10.1% (Private Sector 6.0%) 2021 = 10.3% (Private Sector 6.1%)
Rate of Unionized Construction Workers	11.4% (2023), 11.7% (2022), 12.6% (2021), 12.7% (2020)
30 Year Fixed Mortgage	As of 1-25-2024 6.69%, up 0.56% over the prior year. Annual Average 5.34% (2022), 2.96% (2021), 3.11% (2020)
15 Year Fixed Mortgage	As of 1-25-24 5.96%, up 0.79% over the prior year. Annual Average 4.58% (2022), 2.27% (2021), 2.61% (2020)
Brent Crude Oil Price	\$82.87 per barrel (as of January 30, 2024, at close) \$145.61 per barrel all time high July 2008 \$2.23 per barrel all time low May 1970
Privately Owned New Housing Building Permits	1.9% above November rate 6.1% above December 2022 rate
Privately Owned New Housing Starts	4.3% below revised November rate (+/-12.5%) 7.6% above December 2022 rate (+/-17.6%)
GDP	Q4 (Adv) 3.3% Q3 2023 +4.9%
DJIA	38,248.86 as of January 31, 2024 (close) 37,701.63 as of December 29, 2023 (9:00 a.m.) 35,941.11 as of November 30, 2023 (4:00 p.m.)

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

DOL Issues Final Rule for Clarifying Employee v. Independent Contractor Rule

The Department of Labor has issued its final rule seeking to clarify when an individual must be treated as an employee under the Fair Labor Standards Act (FLSA). The final rule, which can be accessed [here](#), was issued on January 10, 2024, and published in the Federal Register. It takes effect on March 11, 2024. The final rule harkens back to a six-factor test used for decades prior to the current rule, issued in 2021, in determining if an employer must classify an individual as an employee. The six factors are: 1) any opportunity for profit or loss the worker may have; 2) the financial stake and resources a worker had invested in the work; 3) the permanency of the work relationship; 4) the worker's skill and initiative; 5) the degree of control an employer has over the person's work; 6) whether the work the person does is essential to the employer's business. No one factor is dispositive, and the totality of circumstances is

considered. Additional factors may be considered with respect to economic dependency so long as they are relevant to that question. The new “final” rule rescinds the previous rule which was in place since 2021. Violation of the new standard could subject an employer to costly litigation and economic penalties. As such, employers may want to review current independent contractor relationships to ensure that they are in compliance with the new “final” rule.

UPCOMING SEMINARS/EVENTS

CAGC MEMBERSHIP MEETING

CAGC WILL HOLD THEIR ANNUAL MEMBERSHIP MEETING WHERE MEMBERS CAN GATHER AND HEAR AN ASSOCIATION UPDATE

DATE: WEDNESDAY, FEBRUARY 21, 2024
 TIME: 4:00 P.M. TO 6:00 P.M.
 LOCATION: HYATT ROSEMONT
 6350 N. RIVER ROAD (COLEMAN ROOMS)
 ROSEMONT, IL 60018
 COST: COMPLIMENTARY FOR CAGC MEMBERS BUT REGISTRATION REQUIRED
 CONTACT: REGISTER [HERE](#)

CALENDAR

FEBRUARY 2	7:30 A.M.	CONSTRUCTION INDUSTRY FORUM (MARBA)
FEBRUARY 7	8:30 A.M.	OPERATING ENGINEERS LOCAL 150 (COUNTRYSYDIE)
FEBRUARY 8	8:00 A.M.	MARBA ANNUAL MEETING (MARBA)
FEBRUARY 27	9:00 A.M.	LABORERS JGC (BURR RIDGE)
FEBRUARY 29	9:00 A.M.	TEAMSTERS JGC (MARBA)

¹ 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?

At one point, the month of February only had 23 days.

It is also one of the most misspelled words in the English language.

The Beatles made their first American tv appearance in 1964 (60 years ago). 73 million people tuned in to see them perform on The Ed Sullivan Show which represented 45% of all American households with tv’s.

Who will win the Super Bowl (should have been Lions/Chiefs)???

