

MARBA MATTERS

GRIEVANCES AND ARBITRATIONSⁱ

Mid-America Carpenters Regional Council Arbitrations

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

Laborers Joint Grievance Committee

The Laborers Joint Grievance Committee did not meet in December. The next regularly scheduled JGC is set for January 30, 2024, at the Laborers District Council offices in Burr Ridge.

Operating Engineers Joint Grievance Committee

The Operating Engineers Joint Grievance Committee did not meet in December. The next regularly scheduled JGC hearing will now be on February 7, 2024, at the Operating Engineers offices in Countryside.

Teamsters Joint Grievance Committee

The Teamsters Joint Grievance Committee did not meet in December. The next regularly scheduled JGC hearing will be January 25, 2024, provided there are any cases set to go forward.

COLLECTIVE BARGAINING/LABOR ISSUES

MARBA and Carpenters Reach Five Year Extension Agreement; Consent Forms Distributed

As previously covered in previous months' MARBA Matters, MARBA and the Mid-America Carpenters Regional Council (MACRC) recently signed off on a five-year extension agreement covering the four (4) CBAs the parties have with each other. The extension will begin to take effect on June 1, 2024, and run through May 31, 2029. The terms of the extension agreement call for total economic increases of 4% each year. There were no work rule changes made to the existing agreements. MARBA has sent out consent forms allowing contractors to adopt the terms of the contract extension to the MARBA Associations. Contractors should review the forms, fill them out, and return them to their MARBA Association. If you have yet to receive the consent forms, please contact your MARBA Association and/or Aaron Janik at ajanik@marba.org.

MARBA Compiling Expiring Contract List

MARBA has started compiling a list of labor agreements expiring in the construction industry in 2024. Many of the agreements in the Chicago area expire in May 2024. There are some agreements in the Rockford and Downstate areas that expire in April. The current list of known contracts that are set to

expire in 2024 is posted on the MARBA website. That list can be accessed by clicking [here](#). If you are aware of other agreements expiring not listed on the linked document please contact Aaron Janik, Executive Director, at ajanik@marba.org.

Technical Engineers Local 130 Savings Fund Goes Live January 1, 2024

Contractors' signatory to the Local 130 Technical Engineers labor agreement should have previously received communications from the Local 130 fund offices regarding the implementation of the Retirement Savings Fund. The Savings Fund is a voluntary deduction from a Tech Engineers wages. A notice sent in October 2023 with some FAQs is posted on the MARBA website and can be accessed by clicking [here](#).

INDUSTRY NEWS

Paid Leave For All Workers Act And Other Laws Take Effect January 1, 2024

As many readers are already aware, January 1, 2024, will bring a host of new laws (or laws that were already in effect and have since been amended) onto the books. Many of these new laws pertain to employment related matters, for both union and non-union employees. The law that is receiving the most publicity is the Paid Leave for All Workers Act (PLFAW). The Illinois Mechanical & Specialty Contractors Association (IMSCA) has published a FAQ for the PLFAW which can be found by clicking [here](#). Other laws that are set to take effect in 2024 include amendments to the One Day Rest in Seven Act (ODRISA), Employee Sick Leave Act, Family Bereavement Leave Act/Child Bereavement Leave Act, as well as increases to the minimum wage. A press release from the Illinois Department of Labor discussing some of the aforementioned laws can be accessed by clicking [here](#). The City of Chicago and Cook County Ordinances regarding paid leave were set to take effect January 1, 2024, but the implementation of the amendments to the ordinances has been delayed until July 1, 2024. Ogletree Deakins an employer-focused law firm with offices in Chicago (and nationwide) has a blog post regarding the City of Chicago and Cook County ordinances. That blog post can be accessed by clicking [here](#).

Union Station Upgrade Project Receives \$95 Million Grant

The Union Station Upgrade Project received a grant of over \$95 million from the U.S. Department of Transportation Federal Railroad Administration. The grant will be broken into two buckets, \$45 million for track improvements and \$44 million for platform expansions and ventilation upgrades. While a welcome development, the \$95 million pales in comparison to what the estimated cost of the project will run (\$850 million). Local officials along with Illinois Congressional leaders are exploring ways to make up the funding gap.

STATE OF THE ECONOMY

Economic Indicators

Unemployment Rate	November 2023 U.S. 3.7% (October 3.9%), Illinois 4.7% (47 th)
Labor Participation Rate	November 62.8% October 62.7%, September 62.8%

CPI All Urban Consumers	November 2023 over November 2022 = 3.14% Half Year 2023 = 4.88%
CPI Chicago All Items	November 2023 over November 2022 = 2.53% Half Year 2023 = 4.15%
CPI Midwest All Items	November 2023 over November 2022 = 2.93% Half Year 2023 = 4.55%
Union Membership	2022 = 10.1% (Private Sector 6.0%) 2021 = 10.3% (Private Sector 6.1%) 2020 = 10.8% (Private Sector 6.3%)
Rate of Unionized Construction Workers	11.7% (2022), 12.6% (2021), 12.7% (2020), 13.6% (2019)
30 Year Fixed Mortgage	As of 12-28-23 6.61%, up 0.19% over the prior year. Annual Average 5.34% (2022), 2.96% (2021), 3.11% (2020)
15 Year Fixed Mortgage	As of 12-28-23 5.93%, up 0.25% over the prior year. Annual Average 4.58% (2022), 2.27% (2021), 2.61% (2020)
Brent Crude Oil Price	\$77.44 per barrel (as of December 29, 2023, at 9:55 a.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	2.5% below revised October rate 4.1% above November 2022 rate
Privately Owned New Housing Starts	14.8% above revised October rate (+/-14.0%) 9.3% above November 2022 rate (+/-14.6%)
GDP	Q3 2023 (3 rd) +4.9% Q3 2023 (2 nd) +5.2% Q2 2023 +2.1%
DJIA	37,701.63 as of December 29, 2023 (9:00 a.m.) 35,941.11 as of November 30, 2023 (4:00 p.m.) 33,142.13 as of October 23, 2023 (11:00 a.m.)

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

Glacier Northwest, Inc. Did Not Violate Federal Labor Law By Filing State Lawsuit

In June 2023, the Supreme Court issued a decision in the Glacier Northwest, Inc. case in which it ruled that a state court lawsuit filed by the company was not preempted by the NLRA as the conduct engaged in by the Union was not protected. The Union had instructed its members to abandon their work vehicles

(concrete trucks) after they had been loaded with batches of concrete.

While the case was pending at the Supreme Court an underlying ULP filed by the Union proceeded in front of an ALJ. After the Supreme Court issued its decision, the ALJ asked the parties to brief the issue of impact of the Supreme Court’s decision on the ULP case. The ALJ issued a decision earlier this week in the ULP case and found that Union drivers took reasonable steps to protect the company’s trucks during its strike. However, the ALJ rule the NLRB General Counsel failed to show the company’s lawsuit against the Union for state law tort claims (damage to property) was not frivolous and therefore it did not violate the NLRA when it sought damages against the Union in state court. The General Counsel may appeal the ALJ’s decision to the entire five member NLRB. The ALJ’s decision may be accessed by clicking [here](#).

UPCOMING SEMINARS/EVENTS

CISCO ANNUAL MEETING

CISCO WILL HOLD ITS ANNUAL MEETING WHERE THEY AWARD THEIR PROJECTS OF THE YEAR

DATE: FRIDAY, JANUARY 19, 2024
 TIME: 8:00 A.M. TO 12:00 P.M.
 LOCATION: HARRY CARAY’S ITALIAN STEAKHOUSE
 70 YORKTOWN SHOPPING CENTER
 LOMBARD, IL 60148
 COST: COMPLIMENTARY BUT REGISTRATION REQUIRED
 CONTACT: JULIA MULVEY AT JULIA@CISCO.ORG

CALENDAR

JANUARY 9	5:00 P.M.	MCAGC EVENT (ROSEMONT)
JANUARY 16	11:00 A.M.	MIAF MEETING (MARBA)
JANUARY 16	12:00 P.M.	MARBA ANNUAL MEETING (MARBA)
JANUARY 19	9:00 A.M.	CISCO ANNUAL MEETING (LOMBARD)
JANUARY 25	9:00 A.M.	TEAMSTERS JGC (MARBA)
JANAURY 25	9:00 A.M.	CONSTRUCTION INDUSTRY BENEFIT CONFERENCE (LAS VEGAS)
JANAURY 26	9:00 A.M.	CONSTRUCTION INDUSTRY BENEFIT CONFERENCE (LAS VEGAS)
JANUARY 30	9:00 A.M.	LABORERS JGC (BURR RIDGE)

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?

The state of Alaska became the 49th state in January 1959 (65 years ago). January 11 is National Clean Off Your Desk Day

Who will win the National Championship???? (GO BLUE!)

