

Northern California Mechanical Contractors Association and UMIC, Inc.-Industrial Contractors
Last, Best and Final Offer to United Association Local #393
July 1, 2021

The following proposed changes to the current collective bargaining agreement and economic proposal is made as a single, complete “package” offer:

1. Term: Three Years: July 1, 2021, through June 30, 2024.

2. Economics: Total Package Increases to be allocated by the Union as follows:
Effective July 1, 2021: +\$3.90 (matches current wage increase)
Effective July 1, 2022: +\$3.90
Effective July 1, 2023: +\$3.95
Total: **+\$11.75**

3. All language provisions **tentatively agreed to** by the Union Negotiation Committee and the Management Negotiation Committee. Here are highlighted differences between the language changes in the current ratified agreement:
 - Section 111 A & B – Maintain Current Contract Language regarding Overtime & Double time.
 - PAGA—Labor and Management agree to meet and come to mutually acceptable language within 30 days of ratification.
 - Section 92 (Contract Administration)—Contractors to determine new Contract Administration Amount (this does not affect the total package increases stated in Item #1 above.
 - Signature page--update the parties to this contract as between “NCMCA and UMIC, INC.”
 - Section 24. Freedom of Movement language is to maintain currently ratified agreement. Both Labor and Management agree to discuss this topic in the future.
 - For reference of the Master Labor Agreement, please visit the document on the NorCal MCA website..www.ncmca.org