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Summary of Language Changes in the 2026-2029 Plumbers Local 75 Agreement

All new CBA Language shown in Green Highlights Deleted Language is ~~struck out in red~~

- Article VI – General Economic Terms

  [NEW added to bottom of Article 6.2] (f) All Employee travel expenses outlined in Section 6.2 shall be paid in accordance with Article VII

  Translation:
  - This language requires all expense reimbursements to be paid weekly along with other wages

- Article VII – Payment of Wages

  [ADDED to Article 7.1(b)] Union provided system (at no point should an Employer be required to adopt a digital time record system

  Translation:
  - This language would allow an employer to adopt a Union Provided digital payroll system – should that ever become an option - and pay wages via that system.

  [Added to Article 7.2(b) – new sections 5 & 6]

  (5) If requested, the Employee shall be given a copy of his or her time record. Upon separation from the Employer, the Employee shall be given a copy of their time records per the time period required under State of Wisconsin statue. Additional time records may be provided to the Employee upon request.

  (6) The Employer may utilize an electronic timesheet system for bargaining unit employees to report hours worked. If required, Employees may be provided with, work-provided devices to complete their timesheets. Time spent completing timesheets will be paid at employees' regular hourly rate.

  If a system error prevents timely submission, or an employee cannot access the system, Employer and Employee agree that payroll will be based on employees scheduled hours to ensure no disruption in pay, with corrections made in the following pay cycle. All time entered into the system by employees will be recorded and pay will be issued based on actual hours worked.

  Translation:
  This language allows Employees to request copy of their time record with parameters that should not inconvenience the Employer and provide the Employee this information

should they need it. Furthermore, this language regulates the requirements of reporting hours worked and provides directions if submitting the hours becomes disrupted.

- Article XX – Hours of Work, Overtime and Shift Work

[ADDED to Article 20.1(d)] The Employee may work four (4) ten-hour days in any area of work (for example: service work, remodeling, in-plant work, construction) by mutual consent of the Employee and the Employer, which will apply only to work performed Monday through Friday of the same workweek. Any loss of time due to weather, sick days, obligation to attend day school or personal reasons can be voluntarily made-up Monday through Friday of the same workweek, but only by mutual agreement between the Employee and the Employer. Under no circumstances will Employees be allowed to make up lost time on Saturdays, Sundays, holidays or the following workweek except as provided in Section 20.1(c).

Translation:
If an Employer and Employee have agreed to a four-day (4), ten (10) hour workweek this language would allow Employer to have an Employee work additional hours in a given week if that Employee is required to attend day school.

[ADDED to Article 20.1(f)] A residential service workweek, consisting of five (5) consecutive workdays, Monday through Saturday, inclusive, may be established for residential service work by mutual agreement between the Employer, Employee and the Union. In the event that a residential service workweek of Tuesday through Saturday is established, the first eight (8) hours of work performed during the regular workday on Saturday shall be paid at the straight-time hourly wage rate. When an Employers' Saturday billing rate is greater than the straight time, or "normal" billing hourly rate, any employee working a Tuesday through Saturday residential service workweek shall be paid one and one half the straight time hourly wage rate for hours worked on Saturday. Saturday work performed in excess of eight hours or outside the regular Saturday workday shall be paid at two (2) times the straight-time hourly wage rate. Unless a Monday through Friday regular workweek is re-established, work performed on Monday of the following calendar workweek shall be paid at one and one-half (1 1/2) times the straight-time hourly wage rate.

Translation:
On service work only for Employees who have agreed to work a Tuesday – Saturday shift only, that Employee shall be paid at the same rate that the Employer is charging the customer – up to one and one half the rate.

[ADDED to Article 20.2(c)(d)] All work performed on Sundays and on the holidays specified below shall be compensated at double the straight-time hourly wage rate. The recognized holidays shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. ~~Whenever a holiday, as recognized in this agreement, falls on a Sunday, the succeeding Monday shall be the legal holiday.~~

Whenever New Year's Day, Independence Day or Christmas Day falls on a Sunday the succeeding Monday shall be the recognized holiday.

(d) Work commencing Sunday will be paid at double the straight-time rate until ~~6:00 A.M. Monday.~~ that shift (workday) is completed.

Translation:
(c) Only three holidays listed can fall on a Sunday and in the event that they do, as specified now, the subsequent Monday will be recognized and paid at holiday rate.

(d) If work commences at/before 11:59 pm on a Sunday, that work will be paid double time until the shift is over even if it goes past 6:00 am.

[Deleted to Article 20.2(e)] The "three/twelves" has been eliminated from the Agreement

[ADDED to Article 20.5 On-Call] An Employer may schedule an employee to be on call during their employment with that Employer. Any on-call service arrangement shall be by mutual-agreement between the Employer and the Employee. The Employer will notify the Employee no less than two (2) weeks prior to the on-call period commencing. When an employee is on call for ~~emergency~~ service work, the employee shall be compensated an additional twenty-five dollars ($25) per day of wages. Excluding the recognized Holiday's per section 20.2(c), During an Employee's on call workday, starting with their second on-site call, the Employee shall receive an additional $25 per call. If an employee is on-call on the designated holidays in section 20.2(c) they shall receive ~~fifty dollars ($50)~~ sixty ($60) dollars per day(holiday) When a holiday(s) land on Sunday, the above holiday pay rate shall apply to the following Monday. In the event an Employer provides on-call work, and the Employee does not take the call, the Employee forfeits the on-call pay for that day.

(b) The on-call and per-call compensation shall be paid in accordance with Article VII

Translation:
This language has been modified. On-Call now pays $25 per call per day. If there is one call, they get $25 for that call. If two call that is $50 and If three it is $75 and so on. Holiday On Call is now $60 per day.

(b) This language requires On Call to be paid weekly with all other wages.

- MOU – Youth Apprentices and Co-Op Workers. This MOU has been revamped and is attached. After the last page of this Update Report.

Translation:
This new language better aligns the Youth Apprenticeship with the applicable program as developed and monitored by the state of WI DWD. It sets pay levels (minimums) and

sets parameters on workforce ratios and indenture times for those who have completed the YA program.

- MOU – the parties have agreed to remove the MACET MOU

- Article XXVII – Trade Work Jurisdiction

[ADDED to Article 27.2(y)] (y) All installation, Inspection, Testing and service of backflow prevention devices and Assemblies.

Translation:
This new language better clarifies the covered work that an Employee can do re: backflow

- Article XXVII – Economic Terms

[ADDED to Article 27.2(y)] New Economic Terms –

Effective June 1, 2026…… $5.50

Effective June 1, 2027…… $5.00

Effective June 1, 2028…… $4.50

Effective June 1, 2026, Plumbers Local 75 members shall commit a minimum of $1.25 to be allocated to the Plumbers 75 target fund.

Translation:
After wages are paid, employees will make an increased payment to their dues for the specific purpose of increasing available target funds. This will generate over $1M of additional target funds for Employers to pursue. Local 75 manages and regulates all target fund requests, considerations, awards and payouts.

- Article XXIX – Health Fund Apprentices

[AMENDED to Article 29.1 & 29.2]

(a) Employers shall contribute to the Health Fund, effective June 1, 2026 and for the duration of this Agreement, fifty percent (50%) of the Health Fund contribution rate ~~five dollars and no cents ($5.00) per hour~~ for each hour worked by a first (1st) year apprentice plumbers. ~~, during the first one (1) year or sixteen hundred (1,600) hours of active employment, whichever is later.~~ Effective the first pay period ~~in the month~~ following completion of the first year of their apprenticeship, ~~such one (1) year or sixteen hundred (1,600) hours,~~ the hourly contribution rate for such apprentices shall be adjusted to be the same as that prescribed for journeymen in Section 11.1.

(b)If an Employee previously was classified as a Pre-Apprentice or Production Worker, and has had full health fund contributions made on their behalf, the Employer shall contribute the full journeyman rate.

Section 29.2. Pre-Apprentices. Employers shall contribute to the Health Fund, effective June 1, 2026 and for the duration of this Agreement, fifty percent (50%) of the Health Fund contribution rate~~, five dollars and no cents ($5.00) per hour~~ for each hour worked by pre-apprentice plumbers, during the first one (1) year or sixteen hundred (1,600) hours of active employment, whichever is later. Effective the first pay period in the month following completion of such one (1) year or sixteen hundred (1,600) hours, the hourly contribution rate for such pre-apprentices shall be adjusted to be the same as that prescribed for journeymen in Section 11.1.

Translation:
The Parties agreed to streamline the first year and pre apprentice health fund contributions and are no longer tracking them on hours worked to reach the 1,600-hour mark. One calendar year after they are apprenticed (pre or first year) the contribution rate shifts to full time. Further, the rate for the first year or pre-apprenticeship is now 50% of the full-time rate rather than the 50%. In 2026-27 that is a difference of $.38/hour.

(b) is new and provides that an apprentice previously classified as Pre or Production worker who was receiving full health fund contributions cannot have those contributions reduced if they are re-classified to a classification that allows for less than full contributions.

- Article XXX – Pension Fund – Apprentices

  [Deleted] Paragraphs pertaining to pre-June 1, 2023 first-year apprentices were removed as language was old/outdated/no longer applicable

- Article XXXIV – Metal Trades Work Jurisdiction

  [New Language to Article 34.1] **NOTE** – Employees in this category may be obtained, but not necessarily confined to those, from among the list of eligible apprentice applicants maintained by the Milwaukee Area Joint Plumbing Apprentice Committee.

  Translation:
  The Parties agreed that Employers looking to obtain/hire Metal Trades workers may contact and hire from the LOI list at the Local 75 JATC. This is not mandatory but an option the parties want Employers to consider. This language was in the previous contract and was relocated.

- Article XXXV – Metal Trades Work Jurisdiction

  [Amended Article 35] the parties have agreed to reorganize this Article for more natural and logical organization. The changes from the previous CBA – as they are located in the new CBA are:

[Article 35(D)(2)] has added new categories to Job Description and to the Metal Trades/Pre-Apprenticeship Schedule. They are:
(B) Office or administrative work that supports shop and field operations

Metal Trades/Pre-Apprentice Schedule

Current Journeyman/Master Plumbers Employed	Minimum Allowed Apprentices to be Employed	Maximum Allowed Pre-Apprentices AND/OR Production Workers
7 or more	2	2
12 or more	3	3
20 or more	4	4
25 or more	5	5

(a) A Metal Trades Production Worker employed for six (6) or more months transitioning to a Pre-Apprentice position, shall not be employed as a Pre-Apprentices for more than six (6) months without a written mutual agreement between the Employee, Employer, and the Union.

(b) At the discretion of the Union, Production Workers who fall under the "Office/Administration Support" Job Description as listed in Section 35.1(d)(2)(B) may not be subject to this schedule.

(c) The maximum allowed Pre-Apprentice and/or Production Workers can only be exceeded with written authorization by the Business Manager. This authorization must detail the reason/circumstances and duration for this request to exceed the maximum allowed.

Translation:
This Section of the previous CBA was not well organized, and the **Section 35(D)(2)** was in need of additional language that defines the type of work that these employees are doing for our Employers. Additionally, the inclusion of the Schedule will more clearly define how the Employers can utilize the employers in these various classifications.

Additionally, this section (c) allows for the Employer and Union to work together and make modifications to the Schedule if agreed upon.

[Amended Article 35.3] the new wage increases are:

Effective June 1, 2026.....$5.50
Effective June 1, 2027.....$2.50
Effective June 1, 2028.....$2.25

Translation:

This Section allows for the increase to equal the increase for Journeyman in year one and then half those Journeyman amounts in years two and three.

[Amended Article 35(d)] new minimum wage for Metal Trades Production Worker. Now $15.00.

MEMORANDUM OF UNDERSTANDING

Youth Apprentices and Co-Op High School Workers

Whereas, the Plumbing and Mechanical Contractors Association of Milwaukee and Southeastern Wisconsin, Inc. ("PMC" or "Association") and the Local No. 75 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada ("Local 75" or "the Union") wish to permit contractors who are subject to the Labor Agreement between PMC and Local 75 ("the Labor Agreement") to be able to hire High School Youth Apprentices ("Youth Apprentices") or High School Co-op Workers, ("Co-op Workers");

Whereas, Local 75 and PMC, ("the Parties") wish for Youth Apprentices or Co-op Workers to be employed while they are in high school under the terms of this MOU;

Whereas PMC and Local 75 agree that Youth Apprentices or Co-op Workers are covered by the Labor Agreement during their Youth Apprentices or Co-op Worker employment, but shall only receive the benefits and items listed below in this MOU;

Whereas PMC and Local 75 agree that Youth Apprentices or Co-op Workers shall not be part of the pension benefit coverage, health insurance coverage, 401(k) plan, or other employee benefits and terms except as expressly stated below;

Whereas PMC and Local 75 agree that contractors shall not be required to pay pension, health fund, 401(k), or any other contributions on behalf of Youth Apprentices or Co-op Workers except as expressly stated below;

Now therefore, the Parties agree as follows:

Summary of Language Changes in the 2026-2029 Plumber Local 75 Agreement (continued)

1. Youth Apprentices are high school students enrolled in a Youth Apprenticeship program administered consistent with applicable State law. Co-op Workers are high school students enrolled in a bona fide educational program other than a Youth Apprenticeship, the curriculum for which incorporates hands on training in a workplace along with classroom studies.

2. Youth Apprentices and Co-op Workers may be employed by Employers under this MOU while in high school consistent with applicable State law. Their employment under this MOU must end upon their scheduled date of graduation, but their employment may be continued after graduation under the remaining terms and conditions of this Agreement.

3. Following the completion of the Youth Apprenticeship the Employer may employe that employee as pre-apprentice for up to six (6) months. After six (6) months the pre-apprentice must be offered a contract for an apprenticeship if there is available space in the apprenticeship program. Should the Employer not make that commitment after six (6) months, the Union may transfer that pre-apprentice to an employer who will have the ability to offer an apprenticeship within six (6) months of placement.

4. Employers must notify the Union and the PMC when a Youth Apprentice or Co-op Worker is hired or separated from employment consistent with this Labor Agreement.

5. Youth Apprentices and Co-op Workers shall only perform job competencies and duties as defined by the State of Wisconsin Department of Workforce Development ("DWD") rules and regulations governing Youth Apprentices, and they must be under the direct and close supervision of a qualified and experienced person as required by State rules and regulations governing Youth Apprentices.

6. An Employer hiring a Youth Apprentice or Co-op Workers may only do so if they currently employ a Pre-Apprentice or an Apprentice. The ratio for Youth Apprentices or Co-Op Workers may never exceed one (1) Youth Apprentices and Co-op Workers for every one (1) Pre-Apprentice.

7. Upon the hire of a Youth Apprentice the PMC shall furnish a weekly, twenty-five dollar ($25) fee payable to the Local 75 Training Fund for the training that any Youth Apprentice is receiving at the Training School.

8. Unless mutually agreed upon by the Employer, the Association and Local 75, Youth Apprentices and Co-op Workers must be counted in the pre-apprentice classification for purposes of evaluating ratios under this Agreement. Youth Apprentices and Co-op workers may not displace existing bargaining unit employees. Refer to Article XXXIII for pre-apprentice schedule.

9. Youth Apprentices and Co-op Workers shall paid a minimum of $13.00/per hour but shall not receive or have other payments made on their behalf, or other terms provided for under the Labor Agreement, including but not limited to, industry, apprenticeship, and training funds payments, working hours, schedules, except that Youth Apprentices and Co-op Workers shall be allowed to participate in programming provided by the Local 75 Training Fund (the "Training Fund") when deemed necessary and appropriate by the Employer, the Association and Local 75.

10. Youth Apprentices and Co-op Workers may take and pass a pre-employment drug screening that will be paid for by the Employer.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

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Jonathan Kowalski,
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