

Local Union 98 – MCA Standards of Excellence

Mission Statement

Detroit Plumbers Local Union 98 (“Local 98” or the “Union”) and MCA Detroit (“MCA” or the “Association”) dedicate themselves to the goal that together in full cooperation, they will produce facilities of the highest quality, as economically as possible, in a safe environment, under favorable working conditions.

Local Union 98 Responsibilities:

To ensure the Standards of Excellence platform meets and maintains its goals, the Local Union Business Manager, in partnership with his/her implementation team, including Job Stewards and the local membership, shall ensure all members:

1. Meet their responsibilities to the Employer and their fellow workers by arriving on the job ready to work, every day on time. Absenteeism and tardiness will not be tolerated.
2. Adhere to the contractual starting and quitting times, including lunch periods. Personal cell phones will not be used during the work day with the exception of lunch periods.
3. Use and promote the training and certification opportunities available to Employees working under this agreement through the International Union, Local 98 and MCA.
4. Meet their responsibility to be fit for duty thus ensuring a zero tolerance policy for substance abuse.
5. Productively use their time to avoid possible inactivity.
6. That the work required to construct projects should be accomplished in an efficient and an economical manner so as to minimize delays and provide the highest levels of quality and productivity.
7. Respect and safeguard the Customer’s property. Waste of Customer’s material or the destruction, misuse or defacement of Customer’s property is strictly prohibited.
8. Respect and safeguard the Employer’s property. Waste of Employer’s material or the destruction, misuse or defacement of Employer’s property is strictly prohibited.
9. Respect and obey Employer and Customer rules and policies.
10. Dress appropriately to reflect positively on our craft, the Employer and the Customer.
11. Follow legitimate Employer directives.
12. Communicate and cooperate with appropriate jobsite Supervisor and when appropriate, the Job Steward, to amicably resolve problems.

MCA Responsibilities:

MCA and its signatory Employers have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the Local 98 – MCA Standards of Excellence.

1. Create and maintain a safe work environment.
2. Promote and support continued education and training.
3. Provide the necessary leadership and problem-solving skills to jobsite Supervision.
4. Ensure that all necessary tools and equipment are readily available to Employees when not required to be supplied by the Employee under this agreement.
5. Provide proper storage for Employer tools, equipment, and material.
6. Respect the Customer's property and observe the Customer's rules and policies.
7. Provide the necessary leadership to jobsite Supervision.
8. Acknowledge Employee contributions to a successful project.
9. Communicate and cooperate with Local 98, when appropriate, to prevent and resolve problems.

Excellence Policy

Employees who have performance problems shall be subject to discipline by the Employer. Any discipline meted out by the Employer may be reviewed by the Industrial Relations Committee under Article XII. In addition, Employees who are members of the Union may be subject to Union discipline.

Jointly Supported Methods of Problem Resolution

Union and Employer representatives may meet periodically to discuss problems with job performance.

Individual Union members not complying with membership responsibility under this Standards of Excellence shall be brought before the Union Executive Board. The Union's role is to use all available means to correct any compliance problem including imposing fines or suspensions from the out of work list for a designated period of time.

In the event that an individual union member is unwilling or unable to perform to the goals for the Standards of Excellence, the Employer must make a decision about his/her further employment.

1. After an individual Union member is terminated by an Employer for performance problems, the individual Union member shall meet with the Business Manager. If non-compliance is established, the individual Union member may be suspended for up to four (4) weeks from the out of work list. The Business Manager will inform the terminating Employer and the Association in writing of any action he/she has taken.
2. Should the individual Union member be terminated again within 24 months of the date of his/her first termination, the individual Union member shall meet with the Union Business Manager and the Executive Board. If non-compliance is established such Union member may be required to visit the Worker Assistance program for an evaluation and/or treatment. In addition, such Union member may be suspended for up to twelve (12) weeks from the out of work list. The Business Manager shall inform the terminating Employer and the Association in writing of any action he/she has taken.
3. Should the individual Union member be terminated again within twenty four months of the date of his/her second termination, the member shall meet with the Enforcement Committee (as described below) who shall review the facts and make a recommendation for action with a maximum penalty of permanent elimination from the out of work list.

Any infraction of the Standards of Excellence policy shall be removed from the Union member's work history after two years without an additional infraction (excluding Apprentices).

Where an Employer fails to comply with its responsibilities under the Standards of Excellence the following shall apply:

1. Where it is reported an Employer has failed to comply with its responsibilities under the Standards of Excellence the Employer shall meet with the Managing Director of the Association. If the Managing Director establishes noncompliance, he/she shall notify the Union in writing of any recommended action.
2. Where it is reported that the Employer has failed to comply with its responsibilities under the Standards of Excellence for a second time within 24 months of the date of the first infraction, the Employer shall meet with the Managing Director and the Association Board of Directors. If noncompliance is established, the Managing Director shall notify the Union in writing of any recommended action.
3. Where it is reported that an Employer has failed to comply with its responsibilities under the Standards of Excellence for a third time within 24 months of the date of the second infraction, the Employer shall meet with the Enforcement Committee. If noncompliance is established, a maximum penalty may be imposed which prevents the Employer from using the Standards of Excellence policy in their marketing or participating in the administration of the policy for a proscribed period.

Any instance of noncompliance shall be removed from the Employer's record after two years without an additional instance of noncompliance.

Enforcement Committee

The Enforcement Committee shall be comprised of three (3) members including one member appointed by the Union, a second member appointed by the Association, and a neutral third member from the public at large who is agreeable to both the Union and the Association. The neutral third member shall step down whenever he/she is requested to do so in writing by either the Union or the Association. A replacement will be selected by the parties. The Enforcement Committee shall have the power to make a final and binding decision on any matter that is referred to it. Decisions of the Enforcement Committee shall be complied with by individual Union members, the Union, the Employers and the Association.

Apprentices

Apprentice compliance with the Standards of Excellence shall be administered exclusively by the JATC.