

April 2019

Access to this information makes you and your employees eligible to participate in CIAP/AGC activities as a CIAP participant, but not as an AGC member.

AGC members regularly receive much more detailed communications, discounted registration fees, and other valuable services. To inquire about AGC membership, visit www.agcmichigan.org

Industry News

Michigan Paid Medical Leave Act Now in Effect

The Michigan Paid Medical Leave Act (PMLA) went into effect on March 29, 2019. Under the Act, Michigan employers with 50 or more employees are required to provide certain employees with at least 40 hours of paid medical leave for personal and family health needs. Non-exempt employees are eligible (minus several exceptions) to accrue PMLA paid time off at a rate of one hour for every 35 hours worked. Michigan employers must be prepared with a comprehensive action plan to ensure they are compliant with the Act's requirements. Additional information, including Frequently Asked Questions and posting requirements can be found [here](#).

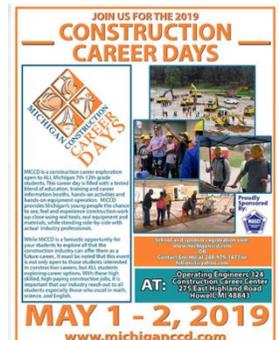
Michigan Minimum Wage and Overtime Law

Effective March 29, 2019, Michigan's minimum wage will increase from \$9.25 to \$9.45 per hour. This is part of the Bill also known as the Improved Workforce Opportunity Wage Act, which gradually increases the minimum wage, prohibits discriminatory pay practices based on gender, and provides for "compensatory time". Employers are required to display a poster outlining Act's requirements which can be found [here](#).

Michigan Construction Career Days

Michigan Construction Career Days (MICCD) is a construction career exploration open to ALL Michigan 7th-12th grade students. This career day is filled with a tested blend of education, training and career information booths, hands-on activities and hands-on equipment operation. MICCD provides Michigan's young people the chance to see, feel and experience construction work up-close using real tools, real equipment and materials, while standing side-by-side with actual industry professionals.

The event will be held on May 1-2, 2019 at the Operating Engineers 324 Construction Career Center, 275 E. Highland Rd., Howell, MI. Additional information can be found at www.michiganccd.com.



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2018 Apprentice of the Year and Outstanding Mentor Awards

This is the 20th anniversary for the Apprentice of the Year Award, an exceptional industry program sponsored by the AGC Labor Relations Division, Workforce Development Committee and the six civil trades; Bricklayers, Carpenters/Millwrights, Cement Masons/Plasterers, Ironworkers, Laborers, and Operating Engineers.

This program rewards exemplary apprentices with a plaque and a check for \$1000. Apprentices of the Year are honored as part of the AGC Annual Awards program. Each year six stellar apprentices, who stand out from all other apprentices, are nominated by their coordinator/instructor with letters of support from their employers and union representatives. The criteria include:

- Attendance and Punctuality on the job and in the classroom
- Outstanding Craft Mastery and Productivity
- Leadership Skills and Teamwork
- Commitment to their craft, their employer and to the construction industry
- Safety Awareness
- Spirit of Competitiveness

Likewise, Outstanding Mentors are nominated by each of the apprentice winners, and they are recognized at the AGC Annual Awards program as well.

AGC contractors are urged to participate in building the workforce of the future by supporting apprenticeship training and journeyman advancement. For more information, contact Barbara Strachan, Director of Workforce Development, at bstrachan@agcmichigan.org.



L to R: Bill Shue, Ironworker Mentor of the Year; Neil Salisbury, Ironworker Apprentice of the Year; Greg Blair, Laborer Mentor of the Year; Mike Bunker, Laborer Apprentice of the Year; Andrew Douglas, Millwright Apprentice of the Year; Mitch Skover, Millwright Mentor of the Year; Benjamin Grzegorzcyk, Bricklayer Apprentice of the Year; Chris Drinkwine, Bricklayer Mentor of the Year; Sinjin Belanger, Plasterer Apprentice of the Year.

Labor Relations Update

2019 Collective Bargaining Continues

Settlements have been reached on two agreements thus far. Initial discussions have begun on the remaining agreements, with formal negotiations to begin soon. A summary of the 2019 negotiations to date is as follows:

- **Ironworkers Local 25 – GLMBEA Agreement:** Settlement was reached on March 28, 2019 on a three-year agreement which will expire on March 31, 2022. The settlement provides for a total package increase of \$1.25/hour (2.6%) effective April 1, 2019; \$1.30/hour (2.6%) effective April 1, 2020; and \$1.25/hour (2.5%) effective April 1, 2021. The settlement also provides for an increase in the Foreman base rate to \$25.00/hour, and increases in Apprenticeship base rates.
- **Ironworkers Local 8 – Upper Peninsula:** Tentative Settlement was reached on April 5, 2019 on a three-year agreement which will expire on May 31, 2022. The settlement provides for total package increase for the Industrial rate of \$2.25/hour (3.9%) effective June 1, 2019; \$2.00/hour (3.3%) effective June 1, 2020; and \$2.00/hour (3.2%) effective June 1, 2021. **NOTE:** This tentative settlement is pending ratification by Ironworkers Local 8 membership.
- **Carpenters Local 687 – Southeast Agreement:** Agreement expires on May 31, 2019. A meeting was held with all five associations (AGC, ACT, CAM, WCA and CCA) and management proposals were developed. Negotiations are expected to begin by early May.
- **Structural Ironworkers Local 25:** Agreement expires on May 31, 2019. Initial discussions have begun, however no dates have been scheduled for negotiations.
- **Millwrights Local 1102:** Agreement expires on May 31, 2019. Initial discussions have begun, however no dates have been scheduled for negotiations.

Safety Training

MIOSHA Training Institute – Premier Workplace Safety and Health Training

The MIOSHA Training Institute (MTI) provides a wide range of courses across the state in sponsorship with AGC Michigan, M-TEC Facilities, community colleges, and other safety and health organizations.

The following AGC-sponsored MTI Courses have been scheduled.

- **Understanding and Improving your Safety Culture** – This course will provide the knowledge and tools for participants to gain an understanding of the factors that affect culture and how it impacts safety performance. The course will use data, examples, case studies, and activities to illustrate best practices and assist participants in improving their company's safety culture. The course will be held on **Tuesday, May 21, 2019 at the AGC Michigan office in Lansing.** Cost: \$120 per person (includes warm lunch & course materials)
 - ▶ [**See Brochure and Registration form**](#)

AGC Michigan Partners with Great Lakes OSHA Education Center

AGC Michigan is once again partnering with the Great Lakes OSHA Education Center of Eastern Michigan University to bring OSHA Training Institute (OTI) courses to Mid-Michigan. There is one remaining class scheduled for 2019 as shown below.

AGC Members are eligible for a 10% discount in these sessions.

- **OSHA #502 Update for Construction Industry Outreach Trainers** – This course is designed for Outreach Training Program trainers who have completed the *OSHA #500 Trainer Course*, and are authorized trainers in the OSHA Outreach Training Program. The course provides an update on OSHA Construction Standards, policies, and regulations. Authorized trainers must attend this course every four years to maintain their trainer status. The course will be held on **Tuesday, Wednesday and Thursday, November 19-21, 2019 at the AGC Michigan office in Lansing.**

The schedule and additional course details are [available here](#).

Please direct any questions to [Paul Wrzesinski](#) or [Adriane Brandon](#) or at (517) 371-1550.

Slope It, Shore It, Shield It

MIOSHA has launched an extensive awareness campaign to help reduce or eliminate excavation and trenching accidents. The campaign will educate and promote safe work practices by providing workers with information about current excavation and trenching requirements, the dangers of working in these operations, and safety procedures to avoid accidents. [Learn more](#)

Continuing Education

Construction Supervision Fundamentals

AGC's Construction Supervision fundamentals Course (CSF) is designed for aspiring front line leaders who are looking to learn the entry-level management skills to lead construction activities. CSF is a nine session course (25 hours total) covered over three days. This interactive course allows building trades and craft workers to experience construction supervision techniques first hand and create a professional development plan to achieve personal career goals. Additional information and registration is available [here](#).

For more information contact Viki Gotts, Director, Education at vgotts@agcmichigan.org.

Upcoming Events

Golf 'Fore' Education with AGC

Registration is now open for the AGC Michigan golf outing on Tuesday, June 4, 2019, at the Fox Hills Golf & Banquet Center in Plymouth. This event is for all levels of players – get a twosome or foursome together, or let AGC Michigan pair you with a team. [Register here](#).



The AGC Michigan has a number of continuing education, safety and networking events scheduled, and encourages CIAP members to take part. Visit the AGC Michigan's [upcoming events webpage](#) for a current list of programs.

Special Offers

As a contractor signatory to an AGC Michigan Collective Bargaining Agreement, your firm is eligible for significant savings on its mobile phone bill if you sign-up for the AGC/NPP Verizon Program. Dozens of contractors affiliated with AGC already enjoy a 22% discount on their monthly bill and you can too! There's no additional charge for the program. Just sign-up and start saving money every month. Additional savings are available on accessories as well as an 18% discount on personal phones used by you and your employees. For more information contact Michael Smith, 248-763-8520 or call NPP directly, 800-810-3909. You can also sign-up by going to www.mynpp.com and click "Join Now." Be sure to use the AGC Michigan Chapter code "24B" when you enroll.

