



Plumbers Local Union No. 1

2024 Year-end Report

As the year closes out, your Local 1 Officers, Staff, Fund Office, and Trade Education Department wish all our members and their families a Happy and Healthy New Year. This communication will recap Local 1's challenges and some of the achievements of 2024 and provide a look into 2025.

On the Work Front

The latest Building Congress Report indicates an increase in construction spending over the next few years, over \$150 billion, with much of it scheduled for 2026. The report, while not definite, breaks down anticipated spending into residential, non-residential, and governmental sectors. Although the report shows an increase, this does NOT mean it will be all Union. Our non-union competition skirt rules, pay substandard wages and almost NO retirement or benefits. However, they are still completing their projects. This report includes some of the tactics we will continue to use to help level the playing field. Local 1 is involved with negotiating billions of dollars in work under NYC-owned PLAs. We recently signed a \$1.8 billion Economic Development Corp. PLA covering projects like SPARC (Kips Bay), Willets Point infrastructure project, Hunts Point, and Kingsbridge Armory. Additionally, we have signed PLAs for the new Queens soccer stadium and the United Nations to name a few. Currently, work continues on large projects such as JFK, 270 Park, and the Battery Park Resiliency projects. Some upcoming projects include the Port Authority Bus Terminal, NYC-based casinos, NY Power Authority Portfolio PLA, the first-ever CUNY and SUNY PLA, Amtrak Gateway Tunnel, Memorial Sloan Kettering Cancer Pavilion, and JP Morgan 383 Madison project.

Local 1 Funds and Welfare

Our annual Finance Report, presented at the October Union Meeting, shows that the Union Funds and Properties are each in a strong position. Our Welfare funds, including 401K, ASB, and HRA, are also very healthy. Over the past few years, the Trustees have added more benefits like the HRA card, weekly unemployment benefits, and continued the extended benefit coverage. The Trustees' mission is to seek cost saving measures all while continuing to provide the best health and welfare benefits for our active and retired members and their families. Nearly 9,000 lives are covered by the Local 1 plan, costing an average of \$72.2 million per year. With the prudent decisions made by the Trustees, we have over two years' worth of reserves. We thank the management Trustees for their dedication to this mission.

Local 1 Work Hours

Although work hours have been flat in recent years, the Union continues to use all its tools to create work opportunities, including our Job Target program, UA agreements, and ongoing PLA negotiations. We must also continue to address areas where the Union is lagging, such as residential, plumbing service, and commercial-to-residential conversions. In the near future, a significant opportunity will be the new housing tax incentive, 485X, to build residential housing. The need for affordable and worker housing will be an active market that we will pursue aggressively.

Protecting Jurisdiction

With evolving technology, Local 1 Officers are working to stay at the forefront of new developments to secure work. This includes educating local elected officials about these opportunities. To protect our jurisdiction, Local 1 has taken legal action against the Department of Buildings for dereliction of its duties to enforce the requirement of gas work qualifications and other certifications. Although this case was recently dismissed in court, an Ivy League appellate clinic has picked up the case and will work with Local 1 to build a strong appeal. Additionally, we filed a lawsuit against NYC for its misguided ban on natural gas. We have taken on the role of protectors of the plumbing industry, ensuring that Officers and Trade Ed have multiple seats on the NYC Plumbing, Waterfront, and Mechanical Code Committees. We will continue to testify at City Hall for important upcoming legislation. During the intense negotiations over the 485X tax abatement in 2024, we were one of the few trades that opposed the initial proposal by the Real Estate Board and Governor, which would have instituted an average trade wage for all tax abatement projects.

Recent Appointments

Our Officers and Training Department have been appointed to important positions on the Building Trades Employees Association, Building Contractors Association, Safety Committee, Labor Advisory Board for the Brooklyn District Attorney's Office, and Building and Construction Trades Council. We also hold a position as participant observer on the National Pension Fund. We will continue to seek opportunities on boards and committees to be the voice that will protect the jurisdiction of Local 1.

Organizing

Local 1 Organizers have held two long campaigns against contractors to become signatory and represent their workers. These campaigns have led to first contract negotiations, including the very first Cemex Bargaining Order in the history of the UA. Some of the tactics used by the Organizers include using Freedom of Information (FOIL) to gather data, conducting daily jobsite and contractor research, working with Building Trades Organizers, and canvassing. Local 1 also created a QR code platform to gather information on workers. In 2025 we will create a landing page for information for non-union contractors on how to become a signatory contractor. Our organizing plan aims to add more contractors, not just members. Lastly, our Organizers were involved with exposing fraudulent training facilities accused of handing out 20,000 fake SST cards. We thank the NYS Pipe Trades Organizers for their help with these campaigns.

Important Industry Relationships

Local 1 Officers have joined industry groups like the Building Contractors Association (BCA), Real Estate Board of NY (REBNY), and the Building Trades Employer Association (BTEA). We have also met with the Mayor, Department of Buildings (DOB) Commissioner, and their legal counsel. Our message has been clear: to offer opportunities into the Union and the middle class, we need work, opportunities, and protections. We continue to meet regularly with our signatory contractors and associations.

Civil Service

Local 1 has joined the Coalition of Municipal Workers to help fight for our members. We jointly defeated CUNY's attempt to eliminate testing for City Plumber positions and have engaged our counsel to watch for potential issues with other agencies. Local 1 has also joined the lawsuit against NYC's attempt to force a change in medical coverage for our Civil Service retirees. GREAT NEWS: on December 17th, this plan was defeated in court. In early 2025, Local 1 will host preparation courses for the NYC Helpers Exam (more information to come, space will be limited). Our two Part-time Civil Service Reps have helped keep the leadership of Local 1 informed by submitting weekly reports to the Business Manager.

Training

Local 1 and the Trade Ed Department have secured two significant grants to outfit the Training Center with equipment utilizing new technologies. The Trade Ed Department has also expanded its course offerings for both helpers and journeymen and is continuing to encourage all members to take advantage of SST renewal courses at no cost. This past June, 1,000 applications were distributed for our apprenticeship program, and we will begin calling the first class from the finalized list in early 2025. In the future, Local 1 will add COMET organizing classes.

Politics

Local 1 has focused on local politics to push a pro-Local 1 agenda. As volatile as politics is, the membership needs to vet information for accuracy to make informed decisions. Local 1 will continue to work with any politician - regardless of party - so long as their actions align with our needs. Candidates will not be endorsed without answering our questions first. Regarding state and national politics, we will watch closely for any anti-union and anti-development agendas or appointments from Albany and DC. In 2025, NYC will have critical political races for which we need full membership support to ensure any official elected has our interests in mind. Important recent bills pushed by Local 1 and the UA include positive provisions regarding captive audience, a contractor registry database, E-payroll certification, wage theft, the 485X tax abatement, and we will continue to push Local Law (LL) Intro 429 which will strengthen the plumbing code & license. Additional important labor standards and protections bills are coming in 2025; it has been said, "if you are not at the dinner table, you are on the menu". As a Union, we must be engaged.

Important Membership Participation

Local 1 Officers and members of Trade Ed have fought to keep PEX tubing and plastic pipe out of the NYC Plumbing Code. Through the NYCHA Preservation Trust campaign, Local 1 and volunteer members have spent months educating residents of four NYC Housing Authority complexes on how to vote to save their future from the privatization of their residence. This important vote has secured Union work hours under a PLA, and In 2025, we will continue these actions. Additionally, Local 1 Officers and members were involved in sending our messages - loud and clear - at two pro-development rallies at the Highline and 970 Franklin. GOOD NEWS: because of the 970 Franklin rally, the project is scheduled to move forward. All these fights and more will continue in 2025 with rallies and political action to be scheduled.

Membership Events

Local 1 members and their families continue to enjoy our annual events like the Throggs Neck St. Patrick's Parade, Family Picnic, Health Fair, Labor Day Parade, UA Softball Tournament, Tradeswomen Build Nations Conference, and our Monthly Retiree luncheon.

Membership Peer Support

Local 1 Peer Council continues its important work to support members in their time of need. Monthly support meetings are set for the second Wednesday of each month. In 2025, Local 1 will join the NYC Building Trades Initiative to create identifiable volunteer members for jobsite peer support. Additionally, Local 1 Officers, Trade Education Staff, and Fund Office Staff have completed the first phase of UA peer support courses, with the second phase scheduled for January 2025.

Looking into 2025

With critical political positions open, we need to identify candidates who will address our concerns. The NYC BCTC has an aggressive agenda with significant items that must be secured into law for the betterment of our Local. We will continue to push LL Intro 429 and other essential job protection legislation. Local 1 will leverage its annual Lobby Day in Albany, where our members meet elected officials face-to-face, to discuss our agenda. Over the past few years, project financing has been a challenge with high interest rates and banks withholding full financing of projects. However, Union-financed programs like ULLICO, AFL-CIO Housing Investment Trust (HIT), and the newly-established Cirrus Workforce Development Fund will support construction in NYC. These programs will be instrumental to the building of workforce housing, all while being built 100% Union. Projects slated for this financing include developments in JFK, Jamaica, Queens workforce housing complex, a large conversion in Manhattan, with discussions about utilizing the land from the old Flushing Airport to add thousands of units. Local 1 will continue to negotiate work opportunities with the Building Trades, utilize job targeting to address weak markets, and engage with industry groups to create new work opportunities.

We cannot achieve anything without membership buy-in. We appreciate the support the membership has shown the Officers. Please stay up to date by checking our website (<https://www.ualocal1.org>), social media pages (Facebook: UALU1ThePlumbersofNYC; Instagram/X/TikTok: ualocal1; LinkedIn: UA Plumbers & Gas-fitters Local Union No. 1), and blast text messaging.

- On Behalf of the Officers of Plumbers Local 1