



Founded 1889

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

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April 8, 2020

TO: ALL LOCAL UNION BUSINESS MANAGERS

Dear Brothers and Sisters:

As you know, COVID-19 has taken a tremendous toll on the economies of our two countries, shuttering businesses and job sites and putting a great many people out of work in the process. Securing relief for UA members and their families who have been impacted is among our greatest priorities at the International level. To that end, we have been working tirelessly over the past few weeks, alongside allies in the building trades and government, to win passage of new laws making paid leave, enhanced unemployment benefits, and other assistance available to affected members and their families. While these new laws are not perfect, they are historic in both substance and scale and will provide meaningful relief to the UA community.

During our conference call on March 23, 2020, we discussed another possible avenue of relief for our members: assistance with dues. While the job losses arising from COVID-19 are still a relatively recent occurrence, many of our members are already feeling the financial effects and virtually all of our members are looking to the future with at least some sense of uncertainty. For these reasons, I presented a package of dues and per capita relief measures to the General Executive Board at its April 7, 2020 telephone meeting. As I explained to the General Executive Board, the UA is confronting the current emergency from a position of financial strength, owing to prudent decisions made over the past several years. General Secretary-Treasurer Kellett and I have been planning to leverage this position to present the 2021 UA Convention with a plan to keep the UA Constitution's minimum dues and per capita tax levels flat or close to flat. Whether and the extent to which that plan will change remains to be seen. That is a decision for a different day. Right now, our view, and that of your General Executive Board, is that the right thing to do is to leverage our financial strength to provide relief to members and their families.

For all of the foregoing reasons, and in accordance with our respective authorities under the UA Constitution, including Sections 46(f), 57(a) and 78(d), I am hereby ordering, with the approval of the General Executive Board, the following dues and per capita relief measures:

1. For the month of April 2020, and thereafter on a month-to-month basis at the direction and discretion of General Secretary-Treasurer Kellett and me, Local Unions shall cover the fixed monthly dues (i.e., window dues) of all non-retired members who performed 40 or fewer hours of UA work in the previous calendar month. For example, if a member performed only 32 hours of UA work in March, his or her monthly dues for April shall be covered by the Local Union. Non-retired members who performed over 40 hours of UA work in the previous calendar month, and members who are legitimately retired, shall not be eligible for relief the following month. The relief provided by this paragraph shall not apply to working assessments, which may continue to be applied to any and all hours worked pursuant to the By-Laws or other rules of the Local Union. To the extent a member who is eligible for the relief provided by this paragraph has already paid his or her monthly dues to the Local Union for April (or for any other month in which the relief is provided), such payment shall be applied to the member's future dues obligations.





2. For the month of April 2020, and for each subsequent month in which the dues relief provided under Paragraph 1 above is directed by General Secretary-Treasurer Kellett and me, the UA shall cover all per capita tax owed to the UA by Local Unions on behalf of the members described in Paragraph 1 above. The enclosed COVID-19 Per Capita Tax Relief Form should be completed and submitted along with your monthly cash sheets. The enclosed Form includes instructions on how qualifying members should be marked on your cash sheet and how cash sheet payments should be made in light of the per capita tax relief provided.
3. Enforcement of Sections 157-158 of the UA Constitution—which impose automatic suspension/loss of good standing and a \$50.00 reinstatement fee, on any member owing more than three months' dues—shall be on hold until such time as General Secretary-Treasurer Kellett and I determine in our discretion that enforcement of these sections should resume. Government orders and guidance to close offices, stay home, and take other actions have created significant logistical obstacles to the timely receipt and processing of dues payments. These obstacles, in turn, have made it difficult to fairly and consistently enforce the suspension threshold against members. Accordingly, in the interests of fairness and avoiding erroneous suspensions, a cash sheet entry showing more than three months owed will not result in suspension or a reinstatement fee. Instead, the member will be treated as being in good standing until he or she reaches the threshold for expulsion set forth in Section 159. Expulsions, which require a full six months in arrears for dues, do not raise the same level of concern as suspensions and, therefore, will continue to be processed.
4. The foregoing measures supersede any contrary By-Laws or other rules of your Local Unions. General Secretary-Treasurer Kellett and I reserve the right to terminate or extend any or all of the foregoing measures if, in our judgment, such action is appropriate.

In summary, while the foregoing measures are in effect, Local Unions will cover the monthly dues of members who qualify under Paragraph 1 above, while the UA, in turn, will cover all per capita tax owed by the Local Union on such members. For example, if, as in many Local Unions, a qualifying member would be required to pay monthly dues of \$31.00 (i.e., the minimum for a member under age 65 under Section 130(a) of the UA Constitution), your Local Union will cover the \$31.00 for the member, while the UA will cover the \$27.00/\$26.00 per capita tax that the Local Union is required to remit the UA for the member. Moreover, no UA member will be subject to suspension/loss of good standing or a reinstatement fee for owing more than three months' dues.

Thank you for your attention to this matter. If you have any questions, please contact General Secretary-Treasurer Kellett.

Fraternally,

Mark McManus
General President

Enclosure

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cc: General Officers

International Vice Presidents

International and Special Representatives