

What is the IRC?

IRC is the Industrial Relations Council. The council is made of representatives from both the United Association and two union-affiliated contractor groups (UAC & MCAA) . The purpose of the Council is to assist in settling Collective Bargaining Agreements and/or settling local grievances with an approved and orderly process in an effort to avoid strikes/lockouts.

IRC and Local 166

As part of the 2018-2021 Contract Negotiations Section 18.7 was added stating “... *if for any reason the parties fail to reach settlement on terms for a successor agreement by midnight, March 31st of the final year of the Agreement, both the Union and the Employer agree to submit any unresolved issues to the Industrial Relations Council for the Plumbing and Pipe Fitting Industry for a final resolution which is binding upon the parties. The parties agree that all terms and conditions of this Agreement shall continue in full force and effect and the parties agree to continue work under this Agreement pending a final decision by the Industrial Relations Council...*”

The Negotiation Process

In the event that Local 166 and MCAA are unable to reach a settlement of terms by March 31st, 2024. Both parties will submit to the IRC summarizing the issues and the conditions under which the Council will hear the matter. Both Parties will then provide written and oral presentations on the collective bargaining issues. The Council will continue the negotiation process with the Union and Contractor Council Members acting, respectively, as the representative of the local employers and local union. Both Parties are encouraged to continue to negotiate locally even after submission to IRC. Dispute/grievance decisions shall be rendered within forty-eight (48) consecutive hours after the presentation has been declared closed. The decisions of the IRC shall be final and binding upon all parties and shall be put into effect by the parties immediately.

Additional Information

In the event that the IRC language is removed from the Collective Bargaining Agreement , work disruptions will be permitted if a successor agreement is not reaching by the expiration of that contract. Please note, those disruptions are only permitted on work that falls under the scope of this working agreement . National agreements, Fabrication agreements, and Non-Building Trades Agreements do not apply.

For additional information you can visit their website at: <http://industrialrelationscouncil.com/>