

OVERVIEW: Industrial Relations Council for the Plumbing and Pipefitting Industry (IRC)

Purpose

The IRC is an Illinois and Federal tax-exempt 501 c(5) labor organization chartered to promote sound and peaceful industrial labor relations on the basis of local autonomy by creating a voluntary medium: 1) for further negotiations in collective bargaining; and 2) for arbitration of local collective bargaining agreement grievance disputes thus discouraging strikes, lockouts or other work stoppages in the entire plumbing and pipefitting industry nationwide.

The sponsoring member organizations of the IRC are: the Mechanical Contractors Association of America (MCAA), the Union Affiliated Contractors of the Plumbing, Heating and Cooling Contractors National Association (PHCCNA/UAC), and United Association of Plumbers and Pipefitters (UA).

The IRC is governed by a Board of Directors, comprised of 8 members: 2 of whom are appointed by MCAA; two others are appointed by PHCC/UAC; and, and 4 of whom are appointed by the UA. The number of directors may be changed at any time by vote of the board, but in all cases, there shall be equal representation as between the labor and management representatives on the board as a whole.

MCAA members may be removed by MCAA for any reason, and successor MCAA council members are to be appointed by MCAA. Each sponsor organization may appoint up to two alternate members, and the President of each sponsor organization shall serve as ex officio members of the IRC Board without voting power.

The IRC is administered by an impartial Secretary to the Council, a position currently filled by John Rayburn (who also serves separately and independently as Executive Vice President of MCA of Chicago).

MCAA sponsors the operation of the IRC in pursuit of MCAA's tax exempt purpose to improve performance of all aspects of the mechanical industry, including constructive and productive labor relations with mechanical industry pipe trades craft professionals represented in UA local unions across the country in multiemployer bargaining relations with MCAA local affiliates across the country.

Structure & Leadership

MCAA currently appoints 2 members of the IRC Board and one alternate, who is entitled to serve as a member in the absence of an appointed MCAA member. MCAA members also may serve as officers of the IRC as either IRC Chairman, Co-Chairman, or Treasurer. (The IRC Secretary position is an appointed staff position administered by the Board.) MCAA members serve as voting members of both the collective bargaining interest arbitration proceedings or grievance dispute resolution procedures of the IRC.

Expectations & Responsibilities

Committee members are expected to:

- Attend all regularly scheduled and ad hoc meetings of the IRC, either the annual IRC business meeting, or any of the irregularly scheduled IRC interest arbitration or grievance dispute resolution meetings, scheduled on an ad hoc basis at varying times and locations convenient to the contending parties in the proceedings.
- Actively provide constructive management- side business and operations expertise for the benefit of all the contending parties in both interest arbitration and grievance proceedings
- Conduct their personal participation in either ongoing collective bargaining negotiations or grievance dispute hearings in a professional and constructive manner in a way that promotes ongoing constructive labor relations with all UA principals involved in IRC matters and all participants in the matters under consideration, in active and professional pursuit of both the IRC and MCAA corporate charters and bylaws. MCAA members may be removed by MCAA for any reason, and successor MCAA board members are to be appointed by MCAA.

Terms & Time Commitments

Note: Volunteers on all national committees are technically appointed annually, for a single one-year term. Renewal each year is contingent upon MCAA Executive Committee review and approval. Term durations described below are committee leadership's recommendation to the Executive Committee.

- MCAA IRC Board Members shall serve 3-years terms, at the discretion of the current MCAA President, as some longer or shorter terms may be dictated by special considerations at the discretion of the MCAA President. Alternatives shall serve 2- or 3-year terms, at the discretion of the MCAA President, and upon differing terms of succession on the replacement of MCAA Members who resign or are removed by MCAA.
- There are an indeterminate number of IRC meetings each year, depending on the number of cases that local CBA participants decide to submit to the IRC either under adoption of IRC dispute resolution procedures in their formal CBAs or upon ad hoc IRC stipulations of the IRC process in cases where the IRC is not pre-selected in the terms of the CBA.
- There is one annual IRC business meeting each year, usually slated in April at a location chosen by the Board. Then, the actual number of interest or grievance arbitration meetings in any year is determined solely by the number of disputes that are filed with IRC – typically there are 4 or 5 in addition to the annual business meeting in a busy year, and sometimes fewer, and rarely more than 5 or 6. Acceptance of appointment by MCAA to IRC membership implies a direct acceptance by the MCAA Member (or Alternate(s)), of the professional obligation to accept and faithfully fulfill this indefinite time commitment for the entire term of the appointment.

MCAA Reimbursement Policy:

1. Unless otherwise stated, MCAA reimburses expenses for committee members only, partners, spouses and other family members are not covered.
2. Private Auto – IRS approved rate plus parking and tolls.
3. Taxis/Uber – cost from home or office to airport, airport to hotel or meeting location and return.
4. Auto Rental – may be used when cost effective.
5. Airfare – Round trip, non-refundable, 21-day advance purchase (if possible) coach airfare including baggage fees. If purchasing upgraded airfare, please document the cost of the coach fare for that trip to provide reimbursement for the coach portion.
6. Lodging – Room rate plus tax for the designated duration of the meeting. The number of nights allowed will be clearly conveyed by the staff liaison. If the meeting is in conjunction with an MCAA event or conference, the rooms may or may not be reimbursable. The staff liaison will communicate what is covered. Travel considerations for extenuating travel circumstances will be considered on a case-by-case basis.
7. Meals – During trip and travel if not provided by MCAA.
8. Tips – Bellman, skycap, maid, etc.

Antitrust:

All MCAA Committees are committed to fostering an open, competitive market, adhering to all anti-trust laws and regulations. As members, we pledge to avoid any actions or discussions that may infringe upon these principles, including but not limited to discussions about price fixing, bid rigging, market allocation, or any other conduct that could potentially restrict competition. Our interactions, both within the committee and externally, will be transparent, fair, and promote healthy competition. We recognize that any breach of these anti-trust policies could result in severe legal and reputational consequences for both the individual, the committee and MCAA as a whole.