

How does NCGMA and NCPFC support its members during negotiation periods?

Negotiations are a major concern for our membership. We negotiate on behalf of members who have assigned their bargaining rights in the Collective Bargaining Agreement (CBA). The outcome of the CBA can impact our members' ability to do business for years.

As the only party able to negotiate with DC16, we support businesses large and small to have access to a highly trained workforce. We make sure our members' business interests are addressed in the CBA and their concerns prioritized. We also support contractors in labor relations through the year, helping to effectively resolve grievances as they arise.

As a united industry association, we work together to provide a wide range of tools and resources to support our members' business and industry sustainability. For more information on the Association's role or how to become an active member, contact NCGMA/NCPFC staff at info@alliedtrades.org [or visit the website].

What is the Collective Bargaining Agreement (CBA)?

The Collective Bargaining Agreement (CBA) is a contract negotiated through a collective bargaining for employees by a trade union with company management. DC16 represents their union labor workforce and our Association represents the contractors that employ them. The CBA regulates the terms and conditions of employees at work. These include locations, benefits, hours and wages. Each contract is negotiated every 3 years.

How does the Association get the authority to negotiate for my company during the CBA?

DC16 only recognizes NCGMA and NCPFC as the party they will negotiate with to renew the collective bargaining agreement. This is for ALL DC16 glazing companies and painting companies signatory to the Bay Area and San Francisco Agreements.

Our Association obtains the rights to bargain on behalf of a signatory contractor once an Active Membership Application that contains Power of Attorney is signed. Each CBA allows for a contractor to revoke this Power of Attorney to negotiate separate of the Association within a certain time period before the expiration of the agreement. For more information or to complete an Active Membership Application, contact our team at info@alliedtrades.org.

Who is on the negotiations committee? Who is negotiating the CBA on my company's behalf?

The Association's management negotiations committee includes a representative group of contractors of different sizes and specialties. The Association's negotiations committee is selected by the President of the Association (voted for by our membership) through an analysis of our contractor base. We want a management committee that most accurately reflects our membership as a whole to represent members effectively. Our committee can range anywhere from 5 to 15 contractors. For more on the negotiations process watch our Contractor 101 video [here](#).

DC16 assigns its own negotiations committee to represent their workforce. In the past, the DC16 committee has included individuals like the Business Manager Secretary Treasurer, the Director of Service and Business Agents representing various local unions.



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When are negotiations?

Collective bargaining agreements are negotiated every 3 years. Typically negotiations begin in January and an agreement is reached by June. In some cases the negotiations period may extend a few months depending on if an agreement is reached. Each agreement is put to DC16's labor workforce for a vote, which can impact the timeline. For example, if the agreement needs to go in for a re-vote, negotiations can take longer. To learn more about the negotiations process, check out our [negotiations infographic](#).

How can I have a say in negotiations?

We need member input and feedback early and often to represent you effectively. Although we cannot collect member feedback when negotiations are underway, we can the rest of the time. From the beginning of the newly-ratified Collective Bargaining Agreement until official negotiations have begun for the next CBA (usually over 3 years), we collect member input through surveys, phone calls, emails and in-person meetings. Contractor members are always welcome to contact [our team](#) anytime and let us know of any issues or changes they'd like to see addressed in the next CBA.

The NCPFC Committee meets with DC16 annually during the life of an Agreement to discuss topics that may take time to research and discuss, relevant to the current Agreement or in the lead up to the next CBA. These are topics that the normal negotiation process timeframe would not allow for.

Am I allowed to talk to my employees or with the Association about the negotiations?

Contractors are allowed to talk to their employees about the Agreement up to the date that formal negotiations have begun. Member contractors will be notified when formal negotiations have begun, entering a "silent period." Once formal negotiations have begun with DC16 both management and labor should not discuss negotiation items with either union members or employees outside of the assigned negotiation committees. The NCPFC Committee meets with DC16 90 days after the Agreement is ratified to review changes made to the Agreement and to discuss the plan for its implementation.

Once the Agreement is signed, what happens next?

The new agreement will replace the previous agreement. Items like wages may be implemented at the start of the next calendar year. When the DC16 workforce accepts the agreement, their membership holds another vote to determine the allocation of any monetary increases. Our Association will collaborate with them to draft new wage rate sheets.

Our Association will also communicate important changes and requirements with our members to help meet implementation needs going forward. The NCPFC Committee meets with DC16 90 days after the Agreement is ratified to review changes made to the Agreement and to discuss the plan for its implementation.



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