

## IS LOCAL 12 BUILDING YOUR FUTURE?

- The card the Union gave you is not accurate
- The Union recognizes that there is a need for substantial change. They are not telling you this, but they acknowledged it during negotiations.
- The ICA did not walk away from the table. We were making progress initially, but the Union reversed course.
- The Union proposed eliminating the 6:00 a.m. flex start time, and having you start between 7 and 8.
- The ICA is not proposing that the ICA decides where your money goes – we propose that the Trustees, who have a fiduciary obligation to the Funds, decide.
- Nothing the ICA is proposing would displace a current Local 12 Mechanic or Apprentice.
- At the very hotel at which we were negotiating, WHILE WE WERE NEGOTIATING, a non-union company was doing a \$50,000 insulation job. Some of us bid on that job, but we were too expensive, so we didn't get the work. THAT IS HAPPENING EVERY DAY EVERYWHERE WE GO!
- Construction in NYC is up over 300% and Local 12 hours are flat. Who do you think is doing the work?

**This is not ICA vs. Union – this is Union vs. Non-Union.** We are trying to fight non-union insulators and competition from other trades.



*Non-union insulation work being done at the hotel where we negotiate with Local 12*