



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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TO: ALL LOCAL UNION BUSINESS MANAGERS

Dear Brothers and Sisters:

Given the risks presented by COVID-19 in your areas, and the guidance and/or directives on group gatherings being issued by government and health authorities, a large number of you have wisely exercised your authority as Business Manager to cancel membership meetings. I understand, however, that many of you who have cancelled meetings have upcoming, collectively-bargained total package increases that, according to the By-Laws or other rules of your Local Union, must be allocated with the approval of the Local Union membership. With your memberships unable to meet to consider the allocations, many of you have requested guidance on whether, and on what terms, a Business Manager could make the allocations.

In response to these requests, I am exercising my authority under Section 46(f) of the UA Constitution to issue the following interpretation of the Business Manager's authority under Section 103 of the Constitution. Section 103 charges the Business Manager with exercising control and supervision over the daily affairs and business operations of the Local Union and with administering the Local Union's collective bargaining agreements. See pages 23-24 of the UA Ritual. In view of this authority, the Business Manager may, under the circumstances described above, allocate a collectively-bargained increase on a tentative basis without membership approval, notwithstanding any contrary By-Law or other rule of the Local Union.

When membership meetings resume, the tentative allocation made by the Business Manager must be presented to the membership for approval or revision. In making the tentative allocation, the Business Manager should put the employer association on notice that the allocation is tentative and must be approved by the Local Union membership when meetings resume.

Fraternally yours,

Mark McManus
General President

cc: General Secretary-Treasurer Patrick H. Kellett
Assistant General President Michael A. Pleasant
International Vice Presidents
International and Special Representatives

