

UAC

Union-Affiliated
Contractors



We are the
**UNION-AFFILIATED
CONTRACTORS** of the
**PLUMBING-HEATING-
COOLING CONTRACTORS—
NATIONAL ASSOCIATION**



Union-Affiliated Contractors (UAC) of the National PHCC

The Union-Affiliated Contractors (UAC) of the Plumbing-Heating-Cooling Contractors—National Association (PHCC) represents a unified voice for the signatory contractors and association executives within PHCC to make sure their distinct needs, interests, goals and concerns are presented with an emphasis

on interacting with United Association (UA) officials to address issues faced only by union-employing contractors.

The UAC works with these key industry segments to develop a “total craft approach” to meeting and exceeding the expectations of construction buyers.

A primary benefit of this collaborative relationship is the elevated ability to quickly and effectively respond to changes in the industry. The UAC’s Mission Statement emphasizes its formation to “establish, maintain and nurture a working relationship” between signatory contractors and their union counterparts in pursuit of collaboration, communication and cooperation.



The UAC was founded to help you – union contractors operating in the plumbing and HVAC fields.

The UAC (Union-Affiliated Contractors) is one of three PHCC “Enhanced Service Groups.” Each segment of this trio devotes heightened attention and resources to distinct niches that exist in the plumbing and HVAC areas of the national association’s membership.

As the name explains, the UAC focuses on union (signatory) employers, meaning these contractors all operate their business under (and are bound to) a Collective Bargaining Agreement, or CBA ... aka a union contract.

As union employers, UAC contractors – typically through their local association – share and have access to a workforce made up of members from local labor organizations under the UA banner.

What does the UAC offer to you as a union PHCC contractor member?

- An ongoing dialogue with peers across the country (or nearby) facing similar issues and challenges
- Resources and ideas that you can put to work at your union shop
- Information and advice on collective bargaining from leaders at other signatory PHCC chapters
- Access to numerous union contracts (for comparison) from coast to coast
- Education on best practices for bargaining; labor relations; succession planning; and more
- Seminars; virtual discussion forums; webinars; and in-person convention sessions on pertinent topics
- Communication and interaction with national, regional and local UA union officials
- Guidance via email and/or through responsive live conversations by phone or Zoom with UAC's Advisors and Board members





Q&A about UAC

Who is eligible to take part in the Union-Affiliated Contractors (UAC) of the PHCC?

Local and state PHCC chapters and the members they represent who are covered under a Collective Bargaining Agreement (CBA) are mainly the intended beneficiaries and users of UAC services and resources. However, all PHCC contractors who are interested and curious about becoming signatory (signing on as union employers with the UA) are always welcome to learn more about the UAC and get involved.

Why should I get involved with the UAC?

It's your opportunity to communicate with union contractor peers (like you) who share similar business characteristics. Who better understands the challenges, prospects, rules and roles faced by union contractors than other union contractors in the plumbing and HVAC fields? UAC also offers news updates, pertinent seminars (in person and online), confidential advice as needed, access to UA officials at events, and more.

Can you explain the leadership of the UAC?

The Advisory Board of the UAC is made up of PHCC (union) contractors, key personnel from signatory shops, and association execs from chapters with local UA ties. National PHCC staff leadership also offers input and often participates in UAC Board meetings.

Why do the PHCC's "Enhanced Service Groups" exist?

As the name implies, the aim of these three groups is simply and effectively to provide additional resources and to focus more attention on these specific "niches" of our PHCC constituency: construction (Construction Contractors Alliance); service (Quality Service Contractors); and union status (Union-Affiliated Contractors). The extra emphasis in these areas meets the needs of members in key areas of their businesses.

What UAC-active PHCC contractors say about the Union-Affiliated Contractors as an “enhanced service group”



PHCC National Staff Leadership: Collaboration

“Every member of the PHCC expects and deserves our Association’s full attention and the best we can deliver. It’s what we do. The UAC is roaring back thanks to our union contractors’ renewed push to learn more, share more information and develop even more key resources unique to their business model.”

– Cindy Sheridan, CAE, PHCC CEO

UA Officials: Common Goals

“The UA and the UAC together are the best of teammates. For all involved, it’s more than a job – it’s a career. At the same time, we each advocate for our distinct but equally important industry stakeholders. Our skilled and trained union members perform the work; the contractors pursue and manage it. Together we succeed and thrive thanks to collaboration, cooperation, and communication with our contractor teammates – and the capital “C” in UAC makes it complete.”

– Tom Bigley,
UA Director of Plumbing Service

UAC Cooperation and Communication

“The UAC is made up of “doers” – not spectators. As partners in the IRC (Industrial Relations Committee), together with the MCAA and UA we take an active role in promoting consistency, fairness and common sense. As negotiators for union contracts, the UAC through our educational efforts demonstrates that when both sides are fully prepared and engaged, the results of bargaining are better for all.”

– UAC Chairman David Frame
(Bob Frame Plumbing Services,
South Bend IN)

“We’re focused on sharing information and best practices while functioning as a bridge between the entire PHCC membership, our elected association officials, and our union contractor constituents that exists and thrives under the PHCC ‘tent.’”

– UAC Vice Chair Steve Stimson
(GA Rich & Sons, Deer Creek IL)

“The UAC is constantly on the lookout for new resources, services and information to assist and equip our contractor association leaders and staff with the practical support they expect and deserve. As a lively forum for the signatory segment of the PHCC, we listen, discuss and evaluate – and then we act.”

– UAC Advisor S.J. Peters
(PCA of Greater Chicago).

UAC Mission Statement

To establish, maintain and nurture a working relationship between the United Association—employing segment of PHCC-National Association and the United Association (UA). This relationship is to be built on trust and cooperative efforts on issues which both organizations agree, on a national or regional basis. It is recognized and understood that there will always be issues on which both parties will disagree; this group is to provide a forum for constructive dialogue on such issues.



For information on how to become involved in the PHCC and UAC (Union-Affiliated Contractors), please contact:

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