



## MEMBER BENEFITS, SERVICES and OPPORTUNITIES

	CONTRACTOR MEMBER	ALLIED MEMBER	ASSOCIATE MEMBER
<b>LABOR RELATIONS</b>			
<b>Authorized Collective Bargaining Agent</b>	✓	✓	
• Contract Negotiations	✓		
• Wage Openers	✓	✓	
• Negotiate Updated Language and Wage Schedules for Smaller Contracts	✓	✓	
• Opportunity to Serve as a Member of the Negotiating Committee	✓		
• Opportunity to Participate in Management-Only Negotiation Meetings	✓		
• Opportunity to Weigh-In on <i>MLA Priorities Survey</i> Sent Prior to Collective Bargaining	✓	✓	
<b>Grievance, Mediation and Arbitration Representation</b>	✓		
• Maintain Grievance and ULP Records for Contractor and for Similar Future Issues with Union	✓		
• Discuss Grievance to Collect Information and Vet Its Validity	✓		
• Collaborate with Labor Attorney as Necessary	✓		
• Assume the Communications Liaison Position Between Union and Contractor	✓		
• Assist with Organization of Evidence	✓		
• Organize and Schedule Joint Labor Management Board (JLMB) Meeting	✓		
• Association Plays Key Role in Working Toward Resolution, i.e. Withdrawal or Settlement	✓		
• Prepare Same Day Settlement Agreement	✓		✓
• Ensure Timely Notice of Withdrawal or Dismissal	✓		
• Organize and Schedule Mediation if Grievance Remains Unresolved	✓		
• Represent Member in Mediation	✓		
• Coordinate with Union to Refer Unresolved Grievance to Arbitrator	✓		
• Organize and Schedule Arbitration Hearing	✓		
• Prepare for Arbitration Hearing with Company Attorney	✓		
• Attend Arbitration Hearing	✓		
<b>Contract Interpretation</b>	✓	✓	
<b>Wage, Man-hour and Market Recovery</b>	✓		
• Maintain Past and Current Wage Data for So. Nevada and Western United States	✓	✓	
• Chart Wage and Fringe Allocation and Track Percentage of Increase to Total Package	✓		
• Distribute Monthly Man-hour Report for Jurisdiction	✓		
• Track and Maintain Clark County Permitting Activity for Pulled Commercial Permits	✓		
• Fund and Steer Participation of Local and National Prevailing Wage Surveys	✓		
• Commission Studies or Source Information on Market Share for Southern Nevada	✓		
<b>Labor Management Cooperation Committee</b>	✓		
• Opportunity to Participate as a Committee Member	✓		
• Committee Designed to Foster Better Relations with the Union	✓		
• Committee Discusses One or More Agenda Item(s) Benefitting Industry	✓		
• Committee Meets Intermittently	✓		
<b>Strategic Planning with C. Richard Barnes</b>	✓	✓	
<b>Collective Bargaining Seminar</b>	✓		
<b>Local 525 Initiatives MCA Supports to Build Rapport</b> (benefits all 525 signatory contractors)	✓	✓	
• Chuck England Scholarship Fund	✓		
• Phil Murphy Award	✓		
• Local 525 Holiday Party Toy Drive	✓		
<b>GOVERNMENT AFFAIRS</b>			
<b>Full-Time Representation at Legislative Sessions</b>	✓	✓	✓
• Association Contract Lobbyist	✓	✓	✓
• Association Executive Vice President Mandi Wilkins	✓	✓	✓
<b>Contract Lobbyist Retained Year-Round</b>	✓	✓	✓



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	CONTRACTOR MEMBER	ALLIED MEMBER	ASSOCIATE MEMBER
<b>GOVERNMENT AFFAIRS (Continued)</b>			
<b>Monitor, Engage and Communicate on Issues Affecting Contractors Most</b>	✓	✓	✓
• Retention: MCA Spearheaded Senate Bill 254 in 2015 Session	✓		
• Protect Prompt Pay; Right-to-Stop Work; Lien Rights	✓		
• Reform Construction Defect	✓		
• Protect Prevailing Wage	✓		
• Promote and Protect the Uniform Mechanical Code and the Uniform Plumbing Code	✓		
• Reform Construction Manager at Risk (CMAR)	✓		
• Participate in Local Code Adoption Processes	✓		
• Protect Public Agencies Ability to Use Project Labor Agreements (PLAs)	✓		
<b>Interview and Educate Lawmakers and Incumbents on Trade Specific Issues</b>	✓	✓	✓
• Association Compiles and Distributes Primary and General Candidate Spreadsheets	✓		✓
• Association Endorses Construction-friendly Candidates	✓		✓
<b>L+M Political Productivity Committee</b>	✓		✓
• Opportunity to Participate as a Committee Member	✓		✓
<b>Contractor Caucuses</b>	✓		
• Opportunity to Attend and Participate in Caucus Meetings	✓		
<b>Fosters Relationships with Existing and New State and Local Lawmakers</b>	✓	✓	✓
<b>Representation on Nevada Board of Plumbing Examiners (NBOPE)</b>	✓	✓	✓
<b>Attend State Public Works Board Meetings (SPWB)</b>	✓	✓	✓
<b>Monitor Agendas and Attend Local Meetings in Local and State Government</b>	✓	✓	✓
• County Commission, Nevada State Contractors Board and Regulatory Meetings	✓	✓	✓
<b>Mechanical Contractors Political Action Committee (PAC)</b>	✓	✓	✓
• Funds Political Candidate Fundraising Contributions	✓	✓	✓
<b>Congressional Industry Representation</b>	✓	✓	✓
• MCAA Legal Counsel John McNerney (MCAA)	✓	✓	✓
<b>NETWORKING</b>			
<b>Quarterly Membership Luncheons</b>	✓	✓	✓
• Event Luncheon Sponsorship Opportunity	✓	✓	✓
• Premier Partner Luncheon Sponsorship Opportunity	✓	✓	✓
• Preferred Partner Luncheon Sponsorship Opportunity	✓	✓	✓
<b>Complimentary Holiday Gala</b>	✓	✓*	✓*
<b>Member Mixer</b>	✓	✓	✓
<b>Clays4Contractors - Annual Shooting Event</b>	✓	✓	✓
<b>Annual Metals of Honor Sponsorship Program</b>	✓	✓	✓
<b>Additional Sponsorship Opportunities</b>	✓	✓	✓
<b>Marketing Committee</b>	✓	✓	✓
• Opportunity to Participate as a Committee Member	✓		✓
<b>ACCESS TO NATIONAL ASSOCIATIONS AND NATIONAL RESOURCES</b>			
<b>Mechanical Contractors Association of America (MCAA)</b>	✓		
• Mechanical Service Contractors of America (MSCA)	✓		
• Plumbing Contractors of America (PCA)	✓		
• National Certified Pipe Welding Bureau (NCPWB)	✓		
• Opportunity to Serve on National Board and Committees (If also a member of MCAA/MSCA)	✓		
<b>International Association of Plumbing and Mechanical Officials (IAPMO)</b>	✓		



## MEMBER BENEFITS, SERVICES and OPPORTUNITIES

	CONTRACTOR MEMBER	ALLIED MEMBER	ASSOCIATE MEMBER
<b>SAFETY, TRAINING AND TECHNOLOGY</b>			
<b>Tool Box Talks</b>	✓	✓	✓
• Access to 1000s of Videos, Curriculums and Books	✓	✓	✓
<b>Opportunity for Safety Award Recognition at the National Level</b>	✓		
<b>MCAA Institute for Project Management</b>	✓		
<b>MCAA Safety Directors Conference</b>	✓		
<b>MCAA Advanced Leadership Institute</b>	✓		
<b>MCAA Construction Technology Conference</b>	✓		
<b>MCAA Future Leaders Conference</b>	✓		
<b>MSCA Sales Base Camp</b>	✓		
<b>MSCA Sales Leadership Symposium</b>	✓		
<b>Safety Professionals Committee</b>	✓		✓
• Opportunity to Attend Monthly Safety Professionals Meeting with MCA, SMACNA & NECA	✓		✓
<b>Collaboration with Other Associations and Industry Partners</b>	✓	✓	✓
<b>TRUST FUNDS</b>			
<b>Health &amp; Welfare</b>	✓		
• Assist with Trust Fund Navigation, Players and Issues	✓		
• Representation on Health Services Coalition	✓	✓	
• Healthier and Reliable Workforce Due to Partnership at Laborers' Clinic	✓	✓	
• Opportunity to Participate as a Trustee	✓		
• Trustee Education Training Through International Foundation Employee Benefit Plans (IFEBP)	✓		
<b>Pension</b>	✓	✓	
• Assist with Trust Fund Navigation, Players and Issues	✓		
• Opportunity to Participate as a Trustee	✓		
• Trustee Education Training Through International Foundation Employee Benefit Plans (IFEBP)	✓		
<b>Joint Apprenticeship and Training Committee (JATC)</b>	✓		
• Participate in Apprentice Interviews	✓		
• Participate in Apprentice Graduation Ceremony	✓		
• Provide First-Year Apprentice Tools	✓	✓	
• Representation on the Joint Apprenticeship Training Committee	✓		
• Trustee Education Training Through International Foundation Employee Benefit Plans (IFEBP)	✓		
• Opportunity to Participate as a Trustee	✓		
<b>INDUSTRY RELATIONSHIPS</b>			
<b>Building Officials</b>	✓	✓	✓
• Clark County	✓		
• City of Las Vegas	✓		
• City of North Las Vegas	✓		
• City of Henderson	✓		
<b>AGC Nevada Chapter</b>	✓		
<b>Nevada Association of Mechanical Contractors (NAM)</b>	✓	✓	✓
<b>American Society of Professional Engineers (ASPE)</b>	✓	✓	✓
<b>IAPMO of Southern Nevada</b>	✓	✓	✓
<b>Nevada Contractors Association (NCA)</b>	✓	✓	✓
<b>PHCC of Nevada</b>	✓	✓	✓
<b>Nevada Board of Plumbing Examiners (NBOPE)</b>	✓	✓	✓
<b>Nevada State Public Works Board (SPWB)</b>	✓	✓	✓
<b>Nevada State Contractors Board (NSCB)</b>	✓	✓	✓
<b>Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)</b>	✓	✓	✓
<b>Southern Nevada Building and Construction Trades Council (SNBCTC)</b>	✓	✓	✓



## MEMBER BENEFITS, SERVICES and OPPORTUNITIES

	CONTRACTOR MEMBER	ALLIED MEMBER	ASSOCIATE MEMBER
<b>MEMBER COMMUNICATIONS AND PROMOTIONS</b>			
<i>Pressure Points</i> Electronic Newsletter	✓	✓	✓
<b>Social Media</b>	✓	✓	✓
• Facebook	✓		
• LinkedIn	✓		
• Twitter	✓		
<b>Member Spotlight</b>	✓		
<b>Annual Editorial Calendar</b>	✓	✓	✓
<b>Advertising Opportunities</b>	✓	✓	✓
<b>Website</b>	✓	✓	✓
<b>Opportunity to Participate in Acts of Altruism Program</b>	✓	✓	✓
<b>COMMUNITY RELATIONS</b>			
<b>Charity Drives</b>	✓	✓	✓
<b>Recognize Members' Contributions to Community</b>	✓		✓
<b>MEMBER INVOLVEMENT, RIGHTS AND PARTICIPATION</b>			
<b>Voting Rights</b>	✓		
<b>Serve on Board of Directors</b>	✓		
<b>Serve on Committees</b>	✓		✓
<b>MEMBER SERVICES AND AFFINITY PROGRAMS</b>			
<b>Business Services</b>	✓	✓	✓
• Serves as Historian of the Southern Nevada Unionized Mechanical Industry	✓	✓	✓
• Use of MCA Logo on Member Letterhead, Business Card, Email Signature and Website	✓		✓
• Complimentary Notary Services	✓	✓	✓
• Access to a Conference Room with AV Capabilities	✓	✓	✓

*\*Event Not Complimentary for These Membership Classifications*

**For more information on membership with MCA of Las Vegas, please contact:**

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