

LABORGRAM

ASSOCIATION OF CONTRACTING PLUMBERS OF THE CITY OF NEW YORK, INC.
44 West 28th Street, 12th Floor, New York, N.Y. 10001 212-481-4580 Fax 212-481-7185 www.acpcny.org

December 4, 2008

TO: ALL MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: PLUMBERS LOCAL UNION #1 PRIMARY "A" DIVISION INCREASES TO APPRENTICES AND RESIDENTIAL 1-2-3 FAMILY HOMES - JOURNEYMEN AND FOREMEN WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS EFFECTIVE **THURSDAY, JANUARY 1, 2009**

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Dear Sir:

Attached is a copy of our LABORGRAM which describes the wage rates, fringe benefits and other provisions for Apprentices and Residential 1-2-3 Family Homes - Journeymen and Foremen in the Primary "A" Division of Plumbers Local Union #1 effective **Thursday, January 1, 2009**.

Please Note: For your convenience, new material has been bolded.

Should you have any questions regarding this LABORGRAM, please call this office at 212-481-4580.

Kind regards.

Stewart O'Brien
Stewart O'Brien

SO/rs

Att: LABORGRAM - Apprentices and Residential 1-2-3 Family Homes Journeymen and Foremen Primary "A" Division, Local #1

IMPORTANT INFORMATION FROM THE PLUMBING INDUSTRY BOARD, LOCAL #1

In mid December the Plumbing Industry Board, Local #1 will be sending every employer a detailed letter explaining many important reporting changes. Make sure your staff thoroughly reads this letter.

A summary of some of these changes include --

401(k) SAVINGS PLAN

ELECTION FORMS: Each employer must provide each employee an **Employee Deferral Election Form** and an **Acknowledgement Form** to be signed by the employee to prove that the form was provided. If the Election Form is not returned, the Employer should deduct one (1%) percent as the employee's deferral amount. Employees must fill out the new form when starting with a new employer.

PAYMENT DATE: The Department of Labor will likely be changing the date the 401(k) elective deferral is due, from the 15th business day to the 7th business day. Payments after the due date are assessed penalties. The Plumbing Industry Board, Local #1 strongly encourages everyone to pay on a weekly basis.

NBU's: There are some contractor employees that do not perform "covered work" – work as described under the Collective Bargaining Agreement. These people are also called NBU's – Non-Bargaining Unit employees. (e.g. estimators, superintendents, etc.) The Trustees of the Plumbing Industry Board, Local #1 will be allowing some employers to allow non-covered workers to participate under the Trust Plans under certain circumstances.

NATIONAL PENSION FUND: New one page Remittance Report (Replaces 7 part NCR Form).

LABORGRAM

APPRENTICES PRIMARY "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS - JANUARY 1, 2009 THROUGH JUNE 30, 2009

Effective **Thursday, January 1, 2009**, there are changes in the wage rates and fringe benefits for Primary "A" Division Journeymen of Plumbers Union Local #1. Therefore, since the wage rates and fringe benefits for 2nd through 5th Year Apprentices employed in the Primary "A" Division are based upon half the wage and fringe benefits increase of the Primary "A" Division Journeyman Package, the rates for 2nd through 5th Year Apprentices will change. As a result, there shall be a **wage rate increase of fifty cents (.50¢) per hour (column 1)**, of which **twenty-five cents (.25¢) per hour will be sent to the Additional Security Benefits Fund and a fringe benefits (.12¢- Welfare Fund/.25¢ - Holiday & Vacation Fund) increase of thirty-seven cents (.37¢) per hour (column 3)**, which is a **package increase of eighty-seven cents (.87¢) per hour (column 5)** for 2nd through 5th Year Apprentices. In addition, there shall be a **F.I.C.A. payment increase of two cents (.02¢) per hour (column 3)**. First Year, 1st and 2nd grades remain fixed at \$14.00, for the life of the Agreement. A new schedule of wage rates, fringe benefits and other provisions follows:

APPRENTICE RATES PRIMARY "A" DIVISION LOCAL #1
SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

		(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>Apprentice Classification</u>		<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefit Per Hour</u>	<u>National Pension Fund Per Hour</u>	<u>Total Wage & Fringe Benefits Per Hour</u>	<u>Add Promotion Fund Per Pay Hour</u>	<u>Add International Training Fund Per Hour</u>
FIRST YEAR	1st Grade (6 months)	\$14.00	None .10¢ Per Hour*	.33¢	None	\$14.33	None	.05¢
	2nd Grade (6 months)	\$14.00	None .10¢ Per Hour*	\$2.58	None	\$16.58	None	.05¢
SECOND YEAR		\$17.51**	3% of Gross Wages .10¢ Per Hour*	\$12.12	.96¢	\$30.59	.50¢	.05¢
THIRD YEAR		\$19.61**	3% of Gross Wages .10¢ Per Hour*	\$12.12	.96¢	\$32.69	.50¢	.05¢

UNION ASSESSMENT CHECK-OFF - 3% of Gross Wages paid to Apprentices shall be deducted from weekly gross wages. Plus five cents (.05¢) per work hour for the Political Action Committee Fund.

*INDUSTRY ORGANIZING FUND - Ten cents (.10¢) per pay hour shall be deducted from wages and dedicated to an Industry Organizing Fund to advance the interests of the Industry.

ADDITIONAL SECURITY BENEFITS FUND – **One dollar and seventy-five cents (\$1.75) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$1.75** WILL BE PAID AT DOUBLE TIME.)

EXPENSE ALLOWANCE FOR PERSONAL SAFETY ITEMS - Twenty-eight cents (.28¢) per hour shall be paid to Apprentices, for each hour worked (work hour), as an expense allowance to provide the funds for his/her personal safety and health related items. Since this is an expense allowance it should be paid separate from wages, and it should be paid on the same day and at the same time as wages.

OVERTIME WAGES AND FRINGE BENEFITS - Payments for Wages, Fringe Benefits, etc. (except for the PAC Fund and Personal Safety Allowance) on OVERTIME WORK will be at DOUBLE TIME.

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APPRENTICE RATES PRIMARY "A" DIVISION LOCAL #1
JANUARY 1, 2009 THROUGH JUNE 30, 2009

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>Apprentice Classification</u>	<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefits Per Hour</u>	<u>National Pension Fund Per Hour</u>	<u>Total Wage & Fringe Benefits Per Hour</u>	<u>Add Promotion Fund Per Pay Hour</u>	<u>Add International Training Fund Per Hour</u>
FOURTH YEAR	\$22.46**	3% of Gross Wages .10¢ Per Hour*	\$12.12	.96¢	\$35.54	.50¢	.05¢
FIFTH YEAR 9th Grade (6 months)	\$23.86**	3% of Gross Wages .10¢ Per Hour*	\$12.12	.96¢	\$36.94	.50¢	.05¢
10th Grade (last term)	\$35.93**	3% of Gross Wages .10¢ Per Hour*	\$12.12	.96¢	\$49.01	.50¢	.05¢

UNION ASSESSMENT CHECK-OFF - 3% of Gross Wages paid to Apprentices shall be deducted from weekly gross wages. Plus five cents (.05¢) per work hour for the Political Action Committee Fund.

*INDUSTRY ORGANIZING FUND - Ten cents (.10¢) per pay hour shall be deducted from wages and dedicated to an Industry Organizing Fund to advance the interests of the Industry.

ADDITIONAL SECURITY BENEFITS FUND – **One dollar and seventy-five cents (\$1.75) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$1.75** WILL BE PAID AT DOUBLE TIME.)

EXPENSE ALLOWANCE FOR PERSONAL SAFETY ITEMS - Twenty-eight cents (.28¢) per hour shall be paid to Apprentices, for each hour worked (work hour), as an expense allowance to provide the funds for his/her personal safety and health related items. Since this is an expense allowance it should be paid separate from wages, and it should be paid on the same day and at the same time as wages.

OVERTIME WAGES AND FRINGE BENEFITS - Payments for Wages, Fringe Benefits, etc. (except for the PAC Fund and Personal Safety Allowance) on OVERTIME WORK will be at DOUBLE TIME.

RESIDENTIAL APPRENTICES

Apprentices employed on Residential Work will be paid in accordance with the above schedule of wage rates and fringe benefits. The normal work day will be eight (8) hours.

LABORGRAM

JOURNEYMEN B RESIDENTIAL 1-2-3 FAMILY HOMES - PRIMARY "A" DIVISION LOCAL #1
JANUARY 1, 2009 THROUGH JUNE 30, 2009

Effective **Thursday, January 1, 2009** there is a change in the wage rate and fringe benefits for Primary "A" Division Journeymen. Since the wage rate and fringe benefits for Journeymen employed on Residential 1-2-3 Family Homes are based upon 70% percent of the Primary Journeyman Package increase, the rates for Residential Journeymen will change. Therefore, there shall be a **wage rate increase of seventy cents (.70¢) per hour (column 1), of which thirty-five cents (.35¢) per hour will be sent to the Additional Security Benefits Fund and a fringe benefits (.17¢ - Welfare Fund/.35¢ - Holiday & Vacation Fund) increase of fifty-two cents (.52¢) per hour (column 3), which is a package increase of one dollar and twenty-two cents (\$1.22) per hour (column 5)** for Journeymen employed on Residential 1-2-3 Family Homes. In addition, there shall be a **F.I.C.A. payment increase of two cents (.02¢) per hour (column 3)**. A new schedule of wage rates, fringe benefits and other provisions follows:

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefits Per Hour</u>	<u>National Pension Fund Per Hour</u>	<u>Approx. Wage & Benefits Package Per Hour</u>	<u>Add Promotion Fund Per Pay Hour</u>	<u>Add International Training Fund Per Hour</u>
New Rates 1/1/09	\$36.26**	3% of Gross Wages .10¢ Per Hour*	\$16.48	\$4.75	\$57.49	.50¢	.05¢

UNION ASSESSMENT CHECK-OFF - 3% of Gross Wages paid to Journeymen, Foremen and Deputy Foremen shall be deducted from weekly gross wages. Plus five cents (.05¢) per work hour for the Political Action Committee Fund.

*INDUSTRY ORGANIZING FUND - Ten cents (.10¢) per pay hour shall be deducted from wages and dedicated to an Industry Organizing Fund to advance the interests of the Industry.

ADDITIONAL SECURITY BENEFITS FUND - **Two dollar and sixty-five cents (\$2.65) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$2.65** WILL BE PAID AT DOUBLE TIME.)

EXPENSE ALLOWANCE FOR PERSONAL SAFETY ITEMS - Twenty-eight cents (.28¢) per hour shall be paid to Journeymen, for each hour, as an expense allowance to provide the funds for his personal safety and health related items. Since this is an expense allowance, it should be paid separate from wages and it should be paid on the same day and at the same time as wages. It is double time for overtime work.

NOTE: THE ABOVE RATES ARE BASED ON A WORK DAY OF EIGHT (8) HOURS PER DAY.

LABORGRAM

FOREMEN & DEPUTY FOREMEN - RESIDENTIAL 1-2-3 FAMILY HOMES - PRIMARY "A" DIVISION LOCAL #1
JANUARY 1, 2009 THROUGH JUNE 30, 2009

Effective **Thursday, January 1, 2009** there is a change in the wage rate and fringe benefits for Journeymen employed on Residential 1-2-3 Family Homes, therefore, the wage rate and fringe benefits for Foremen and Deputy Foremen employed on Residential 1-2-3 Family Homes will change. As a result, there shall be a **wage rate increase of seventy cents (.70¢) per hour (column 1), of which thirty-five cents (.35¢) per hour will be sent to the Additional Security Benefits Fund and a fringe benefits (.17¢ - Welfare Fund/.35¢ - Holiday & Vacation Fund) increase of fifty-two cents (.52¢) per hour (column 3), which is a package increase of one dollar and twenty-two cents (\$1.22) per hour (column 5)** for Foremen and Deputy Foremen employed on Residential 1-2-3 Family Homes. In addition, there shall be a **F.I.C.A. payment increase of two cents (.02¢) per hour (column 3)**. A new schedule of wage rates, fringe benefits and other provisions follows:

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

		(1)	(2)	(3)	(4)	(5)	(6)	(7)
		<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefits Per Hour</u>	<u>National Pension Fund Per Hour</u>	<u>Approx. Wage & Benefits Package Per Hour</u>	<u>Add Promotion Fund Per Pay Hour</u>	<u>Add International Training Fund Per Hour</u>
Foreman	New Rates 1/1/09	\$38.21**	3% of Gross Wages .10¢ Per Hour*	\$16.48	\$4.75	\$59.44	.50¢	.05¢
Deputy Foreman	New Rates 1/1/09	\$36.86**	3% of Gross Wages .10¢ Per Hour*	\$16.48	\$4.75	\$58.09	.50¢	.05¢

UNION ASSESSMENT CHECK-OFF - 3% of Gross Wages paid to Journeymen, Foremen and Deputy Foremen shall be deducted from weekly gross wages. Plus five cents (.05¢) per work hour for the Political Action Committee Fund.

*INDUSTRY ORGANIZING FUND - Ten cents (.10¢) per pay hour shall be deducted from wages and dedicated to an Industry Organizing Fund to advance the interests of the Industry.

ADDITIONAL SECURITY BENEFITS FUND - **Two dollar and sixty-five cents (\$2.65) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$2.65** WILL BE PAID AT DOUBLE TIME.)

EXPENSE ALLOWANCE FOR PERSONAL SAFETY ITEMS - Twenty-eight cents (.28¢) per hour shall be paid to Journeymen, for each hour, as an expense allowance to provide the funds for his personal safety and health related items. Since this is an expense allowance, it should be paid separate from wages and it should be paid on the same day and at the same time as wages. It is double time for overtime work.

NOTE: THE ABOVE RATES ARE BASED ON A WORK DAY OF EIGHT (8) HOURS PER DAY.

We recommend this information be made available to all people in your office who deal with wage rates, fringe benefits and other related subjects. **This LABORGRAM is available on the Association=s Web Site (www.acpcny.org).**

If you have any questions, please call (212) 481-4580.

Stewart O'Brien

Stewart O=Brien

SO/rs

cc: Vincent Aspromonte	President	Association of Contracting Plumbers
Gene Cardoza	Vice President	" " " "
Andru Coren	Treasurer	" " " "
Christopher Strnad	Secretary	" " " "
Lawrence J. Levine	Immediate Past President	" " " "
Raymond G. McGuire	Counsel	" " " "
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