

LABORGRAM

ASSOCIATION OF CONTRACTING PLUMBERS OF THE CITY OF NEW YORK, INC.
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REVISED LABORGRAM EFFECTIVE JANUARY 1, 2009

December 22, 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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IMPORTANT INFORMATION FROM THE PLUMBING INDUSTRY BOARD, LOCAL #1

ADDITIONAL SECURITY BENEFITS FUND

On December 17, 2008, Plumbers Local Union #1 revised its allocation of the January 1, 2009 Wage and Fringe Benefits increase from the allocation reported to you in the "A" Division Laborgrams for Journeymen, Foremen, Apprentices and Residential Journeymen & Foremen dated December 4, 2008.

Rather than allocating a certain portion from wages to the Additional Security Benefits Fund, **NO PORTION OF THE JANUARY 1, 2009 INCREASE WILL GO TO THE ADDITIONAL SECURITY BENEFITS FUND.**

IT WILL ALL REMAIN IN WAGES. The "A" Division Laborgrams for Journeymen, Foremen, Apprentices and Residential Journeymen & Foremen have been revised to reflect this change.

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

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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) 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 fifty cents (\$1.50) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS \$1.50 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.

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

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

<u>Apprentice Classification</u>	<u>(1)</u> Wage Rate Per Hour	<u>(2)</u> Deduct Union Assessment Check-Off	<u>(3)</u> Fringe Benefits Per Hour	<u>(4)</u> National Pension Fund Per Hour	<u>(5)</u> Total Wage & Fringe Benefits Per Hour	<u>(6)</u> Add Promotion Fund Per Pay Hour	<u>(7)</u> Add International Training Fund Per Hour
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 fifty cents (\$1.50) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$1.50** 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.

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) 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)
	Wage Rate Per Hour	Deduct Union Assessment Check-Off	Fringe Benefits Per Hour	National Pension Fund Per Hour	Approx. Wage & Benefits Package Per Hour	Add Promotion Fund Per Pay Hour	Add International Training Fund Per Hour
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 thirty cents (\$2.30) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$2.30** 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.

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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) 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 Promo-tion Fund Per Pay Hour</u>	<u>Add Inter-national 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 thirty cents (\$2.30) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$2.30** 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
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