

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 14, 2010

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 **SATURDAY, JANUARY 1, 2011.**

Effective July 1, 2010 the Association of Contracting Plumbers of the City of New York, Inc. and Plumbers Local Union #1 agreed upon a new Primary AA@ Division Collective Bargaining Agreement which included a wage and fringe benefit package increase of two dollars and five cents (\$2.05) for a two (2) year agreement.

The New "A" Agreement also has a WAGE/FRINGE BENEFITS FREEZE UNTIL JULY 1, 2011. Accordingly, you should continue to pay your "A" personnel on and after January 1, 2011 at the same wages and fringe benefits as you have been paying the past twelve (12) months.

IMPORTANT PLEASE NOTE RE-ALLOCATION OF FRINGE BENEFITS CONTRIBUTIONS

APPRENTICES - 2ND YEAR THROUGH 5TH YEAR - EFFECTIVE JANUARY 1, 2011, EIGHTEEN CENTS (.18¢) PER HOUR FROM THE 401(k) EMPLOYER CONTRIBUTION (COLUMN 3) SHALL BE RE-ALLOCATED TO THE NATIONAL PENSION FUND PER HOUR (COLUMN 4).

RESIDENTIAL JOURNEYMEN, FOREMEN & DEPUTY FOREMEN - EFFECTIVE JANUARY 1, 2011, EIGHTY-SIX CENTS (.86¢) PER HOUR FROM THE 401(k) EMPLOYER CONTRIBUTION (COLUMN 3) SHALL BE RE-ALLOCATED TO THE NATIONAL PENSION FUND PER HOUR (COLUMN 4).

We strongly recommend that you alert your bookkeeping staff of this re-allocation.

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

Sincerely,
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

cc: Gene Boccieri	President	Association of Contracting Plumbers of the City of New York, Inc.
Andru Coren	Vice President	" " "
Nick Covino	Treasurer	" " "
Christopher Strnad	Secretary	" " "
Vincent Aspromonte	Immediate Past President	" " "
Raymond G. McGuire	Counsel	" " "
George W. Reilly	Business Manager	Plumbers Local Union #1
Walter Saraceni	Administrator	Plumbing Industry Board, Local #1

APPRENTICES PRIMARY "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS - JANUARY 1, 2011 THROUGH JUNE 30, 2011

The New "A" Agreement has a WAGE/FRINGE BENEFITS FREEZE UNTIL JULY 1, 2011. Accordingly, you should continue to pay your "A" personnel on and after January 1, 2011 at the same wages and fringe benefits as you have been paying the past twelve (12) months.

IMPORTANT PLEASE NOTE RE-ALLOCATION OF FRINGE BENEFITS CONTRIBUTIONS

EFFECTIVE JANUARY 1, 2011, FOR 2ND YEAR THROUGH 5TH YEAR APPRENTICES, EIGHTEEN CENTS (.18¢) PER HOUR FROM THE 401(k) EMPLOYER CONTRIBUTION (COLUMN 3) SHALL BE RE-ALLOCATED TO THE NATIONAL PENSION FUND PER HOUR (COLUMN 4).

We strongly recommend that you alert your bookkeeping staff of this re-allocation.

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		\$17.14	3% of Gross Wages .10¢ Per Hour*	\$14.55	\$1.14	\$32.83	.50¢	.05¢
THIRD YEAR		\$19.24	3% of Gross Wages .10¢ Per Hour*	\$14.55	\$1.14	\$34.93	.50¢	.05¢

UNION ASSESSMENT CHECK-OFF - 3% of Gross Wages paid to Apprentices shall be deducted from 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.

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, 2011 THROUGH JUNE 30, 2011

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	\$22.09	3% of Gross Wages .10¢ Per Hour*	\$14.55	\$1.14	\$37.78	.50¢	.05¢
FIFTH YEAR							
9th Grade (6 months)	\$23.49	3% of Gross Wages .10¢ Per Hour*	\$14.55	\$1.14	\$39.18	.50¢	.05¢
10th Grade (last term)	\$35.56	3% of Gross Wages .10¢ Per Hour*	\$14.55	\$1.14	\$51.25	.50¢	.05¢

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

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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, 2011 THROUGH JUNE 30, 2011

The New "A" Agreement has a WAGE/FRINGE BENEFITS FREEZE UNTIL JULY 1, 2011. Accordingly, you should continue to pay your "A" personnel on and after January 1, 2011 at the same wages and fringe benefits as you have been paying the past twelve (12) months.

IMPORTANT PLEASE NOTE RE-ALLOCATION OF FRINGE BENEFITS CONTRIBUTIONS

EFFECTIVE JANUARY 1, 2011, FOR RESIDENTIAL JOURNEYMEN, FOREMEN & DEPUTY FOREMEN, EIGHTY-SIX CENTS (.86¢) PER HOUR FROM THE 401(k) EMPLOYER CONTRIBUTION (COLUMN 3) SHALL BE RE-ALLOCATED TO THE NATIONAL PENSION FUND PER HOUR (COLUMN 4).

We strongly recommend that you alert your bookkeeping staff of this re-allocation.

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>
Rates Effective 1/1/11	\$35.54	3% of Gross Wages .10¢ Per Hour*	\$19.50	\$5.61	\$60.65	.50¢	.05¢

UNION ASSESSMENT CHECK-OFF - 3% of Gross Wages paid to Journeymen, Foremen and Deputy Foremen shall be deducted from 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.

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.

FOREMEN & DEPUTY FOREMEN - RESIDENTIAL 1-2-3 FAMILY HOMES - PRIMARY "A" DIVISION LOCAL #1
JANUARY 1, 2011 THROUGH JUNE 30, 2011

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	<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	Rates Effective 1/1/11	3% of Gross Wages .10¢ Per Hour*	\$19.50	\$5.61	\$62.60	.50¢	.05¢
Deputy Foreman	Rates Effective 1/1/11	3% of Gross Wages .10¢ Per Hour*	\$19.50	\$5.61	\$61.25	.50¢	.05¢

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

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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

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SO/rs

cc: Gene Bocchieri	President	Association of Contracting Plumbers of the City of New York, Inc.
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