

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

July 2, 2012

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 AND RETROACTIVE TO **SUNDAY, JULY 1, 2012.**

Dear Sir.

The Association of Contracting Plumbers of the City of New York, Inc. and Plumbers Local Union #1 have agreed upon a new Primary AA Division Collective Bargaining Agreement which includes a wage and fringe benefit package increase of **eight dollars and forty cents (\$8.40) for a four (4) year agreement, with an Effective Date of July 1, 2012 and a Termination Date of June 30, 2016.**

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 and retroactive to **Sunday, July 1, 2012.**

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.

SO/rs

Sincerely,
Stewart O'Brien
Stewart O'Brien

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

cc: Gene Bocchieri	President	Association of Contracting Plumbers of the City of New York, Inc.
Reed Rickman	Vice President	" " " "
Nick Covino	Treasurer	" " " "
John Botto	Secretary	" " " "
Vincent Aspromonte	Immediate Past President	" " " "
Raymond G. McGuire	Counsel	" " " "
John Murphy	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 - JULY 1, 2012 THROUGH DECEMBER 31, 2012

Effective and retroactive to **Sunday, July 1, 2012**, 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 thirty cents (.30¢) per hour (column 1)** and a **fringe benefits (Welfare Fund) increase of seven cents (.07¢) per hour (column 3)**, which is a **total wage and fringe benefits increase of thirty-seven cents (.37¢) per hour (column 5)** for 2nd through 5th Year Apprentices. **In addition, the deduction from wages dedicated to the Industry Organizing Fund (column 2) has been increased to twenty cents (.20¢) per pay hour for 2nd through 5th Year Apprentices.** 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/ Organizing</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 Pay Hour*	.33¢	None	\$14.33	None	.10¢
	2nd Grade (6 months)	\$14.00	None .10¢ Per Pay Hour*	\$2.58	None	\$16.58	None	.10¢
SECOND YEAR		\$18.26	3% of Gross Wages .20¢ Per Pay Hour*	\$14.80	\$1.14	\$34.20	.50¢	.10¢
THIRD YEAR		\$20.36	3% of Gross Wages .20¢ Per Pay Hour*	\$14.80	\$1.14	\$36.30	.50¢	.10¢

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** - Twenty cents (.20¢) 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
JULY 1, 2012 THROUGH DECEMBER 31, 2012

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/ Organizing	<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	\$23.21	3% of Gross Wages .20¢ Per Pay Hour*	\$14.80	\$1.14	\$39.15	.50¢	.10¢
FIFTH YEAR		9th Grade (6 months)					
	\$24.61	3% of Gross Wages .20¢ Per Pay Hour*	\$14.80	\$1.14	\$40.55	.50¢	.10¢
		10th Grade (last term)					
	\$36.68	3% of Gross Wages .20¢ Per Pay Hour*	\$14.80	\$1.14	\$52.62	.50¢	.10¢

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** - Twenty cents (.20¢) 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.

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
JULY 1, 2012 THROUGH DECEMBER 31, 2012

Effective and retroactive to **Sunday, July 1, 2012** 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 "A" Journeyman package increase, the rates for Residential Journeymen will change. As a result, there shall be a **wage rate increase of forty-two cents (.42¢) per hour (column 1)** and a **fringe benefits (Welfare Fund) increase of ten cents (.10¢) per hour (column 3)**, which is an **approximate wage and benefits package increase of fifty-two cents (.52¢) per hour (column 5)** for Journeymen employed on Residential 1-2-3 Family Homes. **In addition, the deduction from wages dedicated to the Industry Organizing Fund (column 2) has been increased to twenty-four cents (.24¢) per pay hour.** 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/ Organizing	Fringe Benefits Per Hour	National Pension Fund Per Hour	Approx. Wage & Benefits Package Per Hour	Add Promotion Fund Per Pay Hour	Add Inter- national Training Fund Per Hour
Rates Effective 7/1/12	\$37.11	3% of Gross Wages .24¢ Per Pay Hour*	\$19.85	\$5.61	\$62.57	.50¢	.10¢

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 – Twenty-four cents (.24¢) 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.

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.

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
JULY 1, 2012 THROUGH DECEMBER 31, 2012

Effective and retroactive to **Sunday, July 1, 2012** 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 forty-two cents (.42¢) per hour (column 1) and a fringe benefits (Welfare Fund) increase of ten cents (.10¢) per hour (column 3)**, which is an **approximate wage and benefits package increase of fifty-two cents (.52¢) per hour (column 5)** for Foremen and Deputy Foremen employed on Residential 1-2-3 Family Homes **In addition, the deduction from wages dedicated to the Industry Organizing Fund (column 2) has been increased to twenty-four cents (.24¢) per pay hour.** 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/ Organizing</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 7/1/12 \$39.06	3% of Gross Wages .24¢ Per Pay Hour*	\$19.85	\$5.61	\$64.52	.50¢	.10¢
Deputy Foreman	Rates Effective 7/1/12 \$37.71	3% of Gross Wages .24¢ Per Pay Hour*	\$19.85	\$5.61	\$63.17	.50¢	.10¢

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** – Twenty-four cents (.24¢) 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.

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.

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

SO/rs

Stewart O=Brien

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