

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 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 Package Increase of **one dollar and seventy-five cents (\$1.75)** per hour to wage rates, fringe benefits and other provisions for 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 - 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).

TO: ALL MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS EFFECTIVE **JANUARY 1, 2009 THROUGH JUNE 30, 2009**

PRIMARY "A" DIVISION JOURNEYMEN LOCAL #1 WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

Effective **Thursday, January 1, 2009** there shall be a **wage rate increase of one dollar (\$1.00) per hour (column 1)**, of which **fifty cents (.50¢) per hour will be sent to the Additional Security Benefit Fund, a fringe benefits (Welfare Fund) increase of twenty-five cents (.25¢) per hour (column 3) and a Holiday & Vacation Fund increase of fifty cents (.50¢) per hour (column 4)**, which is a **package increase of one dollar and seventy-five cents (\$1.75) per hour (column 6)** for Primary "A" Division Journeymen. In addition, there shall be a **F.I.C.A. payment increase of four cents (.04¢) per hour (column 4)**. The following wage package represents the Wage and Benefit Package for Building Trades Work in the five (5) counties comprising the City of New York. A new schedule of wage rates, fringe benefits and other provisions follows:

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

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefits Per Hour</u>	<u>Holiday & Vacation Fund Per Hour</u>	<u>National Pension Fund Per Hour</u>	<u>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	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$82.05	.50¢	.05¢
\$51.36**							

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 - **Four dollars (\$4.00)** per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$4.00** WILL BE PAID AT DOUBLE TIME.)

EXPENSE ALLOWANCE FOR PERSONAL SAFETY ITEMS - Twenty-eight cents (.28¢) per hour shall be paid to Journeymen, Foremen and Deputy Foremen, 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 - Payment for Wages, Fringe Benefits, etc. (except for the PAC Fund and Personal Safety Allowance) on OVERTIME WORK will be at DOUBLE TIME.

FOREMEN AND DEPUTY FOREMEN 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 is a change in the rates for Primary "A" Division Journeymen, therefore the rates for Foremen and Deputy Foremen will change. As a result, there shall be a **wage rate increase of one dollar (\$1.00) per hour (column 1), of which fifty cents (.50¢) per hour will be sent to the Additional Security Benefit Fund, a fringe benefits (Welfare Fund) increase of twenty-five cents (.25¢) per hour (column 3) and a Holiday & Vacation Fund increase of fifty cents (.50¢) per hour (column 4), which is a package increase of one dollar and seventy-five cents (\$1.75) per hour (column 6)** for Primary "A" Division Foremen and Deputy Foremen. In addition, there shall be a **F.I.C.A. payment increase of four cents (.04¢) per hour (column 4)** The following wage package represents the Wage and Benefit Package for Building Trades Work in the five (5) counties comprising the City of New York. 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)	(8)
<u>Foreman Classification</u>		<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefits Per Hour</u>	<u>Holiday & Vacation Fund 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 Inter-National Training Fund Per Hour</u>
2 men Foreman	New Rates 1/1/09	\$53.86**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$84.55	.50¢	.05¢
3 to 6 men Foreman	New Rates 1/1/09	\$54.36**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$85.05	.50¢	.05¢
7 to 20 men Foreman	New Rates 1/1/09	\$56.86**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$87.55	.50¢	.05¢
21 to 39 men Foreman	New Rates 1/1/09	\$57.36**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$88.05	.50¢	.05¢

FOREMEN AND DEPUTY FOREMEN "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
JANUARY 1, 2009 THROUGH JUNE 30, 2009

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<u>Foreman Classification</u>		<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off</u>	<u>Fringe Benefits Per Hour</u>	<u>Holiday & Vacation Fund 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 Inter-National Training Fund Per Hour</u>
40 to 99 men Foreman	New Rates 1/1/09	\$57.86**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$88.55	.50¢	.05¢
100 men and over Foreman	New Rates 1/1/09	\$60.36**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$91.05	.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 - **Four dollars (\$4.00) per hour shall be deducted, after taxes, from weekly wages and sent to the Additional Security Benefits Fund. (PLEASE NOTE - ALL OVERTIME ON THIS **\$4.00** WILL BE PAID AT DOUBLE TIME.)

EXPENSE ALLOWANCE FOR PERSONAL SAFETY ITEMS - Twenty-eight cents (.28¢) per hour shall be paid to Journeymen, Foremen and Deputy Foremen, 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 - Payment for Wages, Fringe Benefits, etc. (except for the PAC Fund and Personal Safety Allowance) on OVERTIME WORK will be at DOUBLE TIME.

FOREMEN AND DEPUTY FOREMEN "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
JANUARY 1, 2009 THROUGH JUNE 30, 2009

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

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Deputy Foreman	New Rates 1/1/09	\$54.36**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$85.05	.50¢	.05¢
Commercial Alteration Work Foreman	New Rates 1/1/09	\$53.86**	3% of Gross Wages .10¢ Per Hour*	\$15.98	\$9.16	\$5.55	\$84.55	.50¢	.05¢

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

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

SO/rs

Stewart O'Brien

Stewart O'Brien

cc: Vincent Aspromonte

President

Association of Contracting Plumbers
of the City of New York, Inc.

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Plumbers Local Union #1
Plumbing Industry Board, Local #1