

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

June 26, 2013

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 **MONDAY, JULY 1, 2013.**

* * * * *

Dear Sir:

Attached is a copy of our LABORGRAM, which describes the package increase of **one dollar (\$1.00)** per hour to wages, fringe benefits and other provisions for Journeymen and Foremen in the Primary "A" Division of Plumbers Local Union #1 effective **Monday, July 1, 2013.**

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 - Journeymen and Foremen Primary "A" Division, Local #1

| | | |
|--------------------|--------------------------|--|
| cc: Andru Coren | President | Association of Contracting Plumbers of the City of New York, Inc. |
| Ralph J. DeMartino | Vice President | " " " " |
| Thomas Maniuszko | Treasurer | " " " " |
| John M. Botto | Secretary | " " " " |
| Gene Boccieri | Immediate Past President | " " " " |
| Raymond G. McGuire | Counsel | " " " " |
| John J. Murphy | Business Manager | Plumbers Local Union #1 |
| Walter Saraceni | Administrator | Plumbing Industry Board, Local #1 |

TO: ALL MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS EFFECTIVE **JULY 1, 2013 THROUGH DECEMBER 31, 2013**

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

Effective **Monday, July 1, 2013** there shall be a **wage rate increase of ninety-eight cents (.98¢) per hour (column 1)** and a **fringe benefits (Welfare Fund) increase of two cents (.02¢) per hour (column 3)**, which is an approximate wage and benefits package increase of one dollar (\$1.00) per hour (column 6) for Primary "A" Division Journeymen. 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) |
|------------------------|---------------------------|--|---------------------------------|----------------------------------|--------------------------------|---|---------------------------------|--|
| | Wage Rate Per Hour | Deduct Union Assessment Check-Off/ Organizing 3% of Gross Wages .30¢ Per Pay Hour* | Fringe Benefits Per Hour | Holiday & Vacation Fund 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 |
| Rates Effective 7/1/13 | \$53.84 | | \$17.75 | \$12.93 | \$6.55 | \$91.07 | .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 - Thirty cents (.30¢) 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, 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.

TEMPORARY SERVICES - Pursuant to Paragraphs 45, 46, 47 of the Collective Bargaining Agreement the new wage and fringe benefit rates for Journeymen providing Temporary Services shall be 80% of the Primary Journeyman wage and fringe benefits as determined by Local #1.

| WAGE | NATIONAL PENSION | WELFARE FUND | VAC/HOL INCL FICA | 401(k) PLAN | TRADE ED FUND | PERSONAL SAFETY | INTERNAT'L TNG FUND | PROMOTION FUND | TOTAL PACKAGE | UNION ASSESSMENT | ORGANIZING FUND | PAC FUND |
|----------------|------------------|----------------|-------------------|-------------|---------------|-----------------|---------------------|----------------|----------------|------------------|-----------------|----------|
| \$46.84 | \$6.55 | \$11.10 | \$7.00 | .50¢ | .79¢ | .28¢ | .10¢ | .40¢ | \$73.56 | 3% Gross Wage | .26¢ | .05¢ |

FOREMEN AND DEPUTY FOREMEN PRIMARY "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
JULY 1, 2013 THROUGH DECEMBER 31, 2013

Effective **Monday, July 1, 2013** 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 ninety-eight cents (.98¢) per hour (column 1)** and a **fringe benefits (Welfare Fund) increase of two cents (.02¢) per hour (column 3), which is an approximate wage and benefits package increase of one dollar (\$1.00) per hour (column 6)** for Primary "A" Division Foremen and Deputy Foremen. 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> | Deduct Union Assessment Check-Off/ Organizing 3% of Gross Wages .30¢ Per Pay Hour* | <u>Fringe Benefits Per Hour</u> | Holiday & Vacation Fund Per Hour | National Pension Fund Per Hour | <u>Approx. Wage & Benefits Package Per Hour</u> | Add Promotion Fund Per Pay Hour | Add Inter-National Training Fund Per Hour |
| 2 men Foreman | Rates Effective 7/1/13 \$56.34 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$93.57 | .50¢ | .10¢ |
| 3 to 6 men Foreman | Rates Effective 7/1/13 \$56.84 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$94.07 | .50¢ | .10¢ |
| 7 to 20 men Foreman | Rates Effective 7/1/13 \$59.34 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$96.57 | .50¢ | .10¢ |
| 21 to 39 men Foreman | Rates Effective 7/1/13 \$59.84 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$97.07 | .50¢ | .10¢ |

FOREMEN AND DEPUTY FOREMEN "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
JULY 1, 2013 THROUGH DECEMBER 31, 2013

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

| Foreman Classification | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
|--------------------------|---------------------------|---|---------------------------------|----------------------------------|--------------------------------|---|---------------------------------|---|
| Rates Effective 7/1/13 | <u>Wage Rate Per Hour</u> | Deduct Union Assessment Check-Off/ Organizing | <u>Fringe Benefits Per Hour</u> | Holiday & Vacation Fund Per Hour | National Pension Fund Per Hour | <u>Approx. Wage & Benefits Package Per Hour</u> | Add Promotion Fund Per Pay Hour | Add Inter-National Training Fund Per Hour |
| 40 to 99 men Foreman | \$60.34 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$97.57 | .50¢ | .10¢ |
| 100 men and over Foreman | \$62.84 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$100.07 | .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 - Thirty cents (.30¢) 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, 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.

TEMPORARY SERVICES - Pursuant to Paragraphs 45, 46, 47 of the Collective Bargaining Agreement the new wage and fringe benefit rates for Journeymen providing Temporary Services shall be 80% of the Primary Journeyman wage and fringe benefits as determined by Local #1.

| WAGE | NATIONAL PENSION | WELFARE FUND | VAC/HOL INCL FICA | 401(k) PLAN | TRADE ED FUND | PERSONAL SAFETY | INTERNAT'L TNG FUND | PROMOTION FUND | TOTAL PACKAGE | UNION ASSESSMENT | ORGANIZING FUND | PAC FUND |
|----------------|------------------|----------------|-------------------|-------------|---------------|-----------------|---------------------|----------------|----------------|------------------|-----------------|----------|
| \$46.84 | \$6.55 | \$11.10 | \$7.00 | .50¢ | .79¢ | .28¢ | .10¢ | .40¢ | \$73.56 | 3% Gross Wage | .26¢ | .05¢ |

FOREMEN AND DEPUTY FOREMEN "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
JULY 1, 2013 THROUGH DECEMBER 31, 2013

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

| <u>Foreman Classification</u> | | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
|------------------------------------|-----------------|---------------------------|---|---------------------------------|----------------------------------|--------------------------------|---|---------------------------------|---|
| | Rates Effective | <u>Wage Rate Per Hour</u> | Deduct Union Assessment Check-Off/ Organizing | <u>Fringe Benefits Per Hour</u> | Holiday & Vacation Fund Per Hour | National Pension Fund Per Hour | <u>Approx. Wage & Benefits Package Per Hour</u> | Add Promotion Fund Per Pay Hour | Add Inter-National Training Fund Per Hour |
| Deputy Foreman | 7/1/13 | \$56.84 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$94.07 | .50¢ | .10¢ |
| Commercial Alteration Work Foreman | 7/1/13 | \$56.34 | 3% of Gross Wages .30¢ Per Pay Hour* | \$17.75 | \$12.93 | \$6.55 | \$93.57 | .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.

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TEMPORARY SERVICES - Pursuant to Paragraphs 45, 46, 47 of the Collective Bargaining Agreement the new wage and fringe benefit rates for Journeymen providing Temporary Services shall be 80% of the Primary Journeyman wage and fringe benefits as determined by Local #1.

| <u>WAGE</u> | <u>NATIONAL PENSION</u> | <u>WELFARE FUND</u> | <u>VAC/HOL INCL FICA</u> | <u>401(k) PLAN</u> | <u>TRADE ED FUND</u> | <u>PERSONAL SAFETY</u> | <u>INTERNAT'L TNG FUND</u> | <u>PROMOTION FUND</u> | <u>TOTAL PACKAGE</u> | <u>UNION ASSESSMENT</u> | <u>ORGANIZING FUND</u> | <u>PAC FUND</u> |
|----------------|-------------------------|---------------------|--------------------------|--------------------|----------------------|------------------------|----------------------------|-----------------------|----------------------|-------------------------|------------------------|-----------------|
| \$46.84 | \$6.55 | \$11.10 | \$7.00 | .50¢ | .79¢ | .28¢ | .10¢ | .40¢ | \$73.56 | 3% Gross Wage | .26¢ | .05¢ |

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

Sincerely,
Stewart O'Brien
Stewart O'Brien

SO/rs

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| cc: Andru Coren | President | Association of Contracting Plumbers of the City of New York, Inc. |
| Ralph J. DeMartino | Vice President | " " " " |
| Thomas Maniuszko | Treasurer | " " " " |
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