

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

August 5, 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 **WEDNESDAY, AUGUST 28, 2013**

Dear Sir:

Attached is a copy of our LABORGRAM, which describes the increase of **fifty cents (.50¢) per hour to wages, the elimination of the Holiday/Vacation Fund contribution of twelve dollars and one cent (\$12.01) per hour and the transferring of ten dollars and fifty-three (\$10.53) of that amount into wages (\$12.01 less the \$1.48 cost offset to Employers). Ten percent (10%) of Employee's gross wages shall be deducted from net pay to be sent weekly to USAlliance Federal Credit Union. The Total Package is also decreased by ninety-two cents (.92¢) per hour as the Employer is no longer sending the Holiday/Vacation Fund FICA to the Plumbing Industry Board, Local #1 as a fringe benefit. In addition, the Union Assessment Check-Off has been reduced to 2.75%.**

The following increase to wages and other provisions for Journeymen and Foremen in the Primary "A" Division of Plumbers Local Union #1 is effective **Wednesday, August 28, 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.

Sincerely,

Stewart O'Brien

Stewart O'Brien

SO/rs

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 AUGUST 28, 2013 THROUGH DECEMBER 31, 2013

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

Effective Wednesday, August 28, 2013 there shall be an increase of fifty cents (.50¢) per hour and the entire twelve dollars and one cent (\$12.01) of the Holiday/Vacation Fund into wages (minus one dollar and forty-eight cents [\$1.48] per hour cost offset to Employers) for a total wage increase of eleven dollars and three cents (\$11.03) per hour (Column 1) and the elimination of a fringe benefit (Holiday/Vacation Fund and FICA payment of twelve dollars and ninety-three cents [\$12.93] per hour), which is a wage and benefits package DECREASE of one dollar and ninety cents (\$1.90) per hour (column 8) for Primary "A" Division Journeymen. In addition, the Union Assessment Check-Off (Column 2) has been reduced to 2.75%. 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 2.75% of Gross Wages .30¢ Per Pay Hour**	Fringe Benefits Per Hour	Personal Safety Expense Allowance Per Hour	National Pension Fund Per Hour	Promotion Fund Per Hour	International Training Fund Per Hour	Approx. Wage & Benefits Package Per Hour
Rates Effective 8/28/13	\$64.87*	\$17.75	.28¢	\$6.55	.50¢	.10¢	\$90.05

UNION ASSESSMENT CHECK-OFF - 2.75% 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.

*CREDIT UNION - Ten percent (10%) of gross wages shall be deducted from net pay and forwarded weekly to USAlliance Federal Credit Union.

**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 FUND	WELFARE FUND	VAC/HOL INCL FICA	401(K) PLAN	TRADED FUND	PERSONAL SAFETY	INTERNAT'L TNG FUND	PROMOTION FUND	TOTAL PACKAGE	UNION ASSESSMENT	ORGANIZING FUND	PAC FUND
\$51.92	\$6.55	\$11.10	0	.50¢	.79¢	.28¢	.10¢	.40¢	\$71.64	2.75% Gross Wage	.26¢	.05¢

FOREMEN AND DEPUTY FOREMEN PRIMARY "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
AUGUST 28, 2013 THROUGH DECEMBER 31, 2013

Effective Wednesday, August 28, 2013 there shall be an increase of fifty cents (.50¢) per hour and the entire twelve dollars and one cent (\$12.01) of the Holiday/Vacation Fund into wages (minus one dollar and forty-eight cents [\$1.48] per hour cost offset to Employers) for a total wage increase of eleven dollars and three cents (\$11.03) per hour (Column 1) and the elimination of a fringe benefit (Holiday/Vacation Fund and FICA payment of twelve dollars and ninety-three cents [\$12.93] per hour), which is a wage and benefits package DECREASE of one dollar and ninety cents (\$1.90) per hour (column 8) for Primary "A" Division Foremen and Deputy Foremen. In addition, the Union Assessment Check-Off (Column 2) has been reduced to 2.75%. 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/ Organizing</u>	<u>Fringe Benefits Per Hour</u>	<u>Personal Safety Expense Allowance Per Hour</u>	<u>National Pension Fund Per Hour</u>	<u>Promotion Fund Per Hour</u>	<u>Inter-National Training Fund Per Hour</u>	<u>Approx. Wage & Benefits Package Per Hour</u>
2 men Foreman	Rates Effective 8/28/13 \$67.37*	2.75% of Gross Wages .30¢ Per Pay Hour**	\$17.75	.28¢	\$6.55	.50¢	.10¢	\$92.55
3 to 6 men Foreman	Rates Effective 8/28/13 \$67.87*	2.75% of Gross Wages .30¢ Per Pay Hour**	\$17.75	.28¢	\$6.55	.50¢	.10¢	\$93.05
7 to 20 men Foreman	Rates Effective 8/28/13 \$70.37*	2.75% of Gross Wages .30¢ Per Pay Hour**	\$17.75	.28¢	\$6.55	.50¢	.10¢	\$95.55
21 to 39 men Foreman	Rates Effective 8/28/13 \$70.87*	2.75% of Gross Wages .30¢ Per Pay Hour*	\$17.75	.28¢	\$6.55	.50¢	.10¢	\$96.05

FOREMEN AND DEPUTY FOREMEN "A" DIVISION LOCAL #1
 WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
AUGUST 28, 2013 THROUGH DECEMBER 31, 2013

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
Foreman Classification	Wage Rate Per Hour	Deduct Union Assessment Check-Off/ Organizing	Fringe Benefits Per Hour	Personal Safety Expense Allowance Per Hour	National Pension Fund Per Hour	Promotion Fund Per Hour	Inter-National Training Fund Per Hour	Approx. Wage & Benefits Package Per Hour
40 to 99 men Foreman	\$71.37*	2.75% of Gross Wages .30¢ Per Pay Hour**	.28¢	\$6.55	.50¢	.10¢		\$96.55
100 men and over Foreman	\$73.87*	2.75% of Gross Wages .30¢ Per Pay Hour**	.28¢	\$6.55	.50¢	.10¢		\$99.05

UNION ASSESSMENT CHECK-OFF - 2.75% 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.

***CREDIT UNION - Ten percent (10%) of gross wages shall be deducted from net pay and forwarded weekly to USAlliance Federal Credit Union.**

****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
\$51.92	\$6.55	\$11.10	0	.50¢	.79¢	.28¢	.10¢	.40¢	\$71.64	2.75% Gross Wage	.26¢	.05¢

FOREMEN AND DEPUTY FOREMEN "A" DIVISION LOCAL #1
WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS
AUGUST 28, 2013 THROUGH DECEMBER 31, 2013

SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<u>Classification</u>	<u>Wage Rate Per Hour</u>	<u>Deduct Union Assessment Check-Off/ Organizing</u>	<u>Personal Safety Expense Allowance</u>	<u>National Pension Fund</u>	<u>Promotion Fund Per Hour</u>	<u>Inter-National Training Fund</u>	<u>Approx. Wage & Benefits Package Per Hour</u>
Deputy Foreman	\$67.87*	2.75% of Gross Wages .30¢ Per Pay Hour**	.28¢	\$6.55	.50¢	.10¢	\$93.05
Commercial Alteration Work Foreman	\$67.37*	2.75% of Gross Wages .30¢ Per Pay Hour**	.28¢	\$6.55	.50¢	.10¢	\$92.55

UNION ASSESSMENT CHECK-OFF - 2.75% 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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\$51.92	\$6.55	\$11.10	0	.50¢	.79¢	.28¢	.10¢	.40¢	\$71.64	2.75% 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
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SO/rs

cc: Andru Coren

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Thomas Maniuszko
John M. Botto
Vincent Aspromonte
Raymond G. McGuire
John J. Murphy
Walter Saraceni

President
Vice President
Treasurer
Secretary
Immediate Past President
Counsel
Business Manager
Administrator

Association of Contracting Plumbers
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Plumbers Local Union #1
Plumbing Industry Board, Local #1