

# 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

September 30, 2013

TO: ALL MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: **PLUMBERS LOCAL UNION #1 MECHANICAL EQUIPMENT AND SERVICE DIVISION NEW COLLECTIVE BARGAINING AGREEMENT EFFECTIVE OCTOBER 1, 2013 THROUGH SEPTEMBER 30, 2016**

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INCREASE TO JOURNEYMEN/SERVICEMEN AND HELPERS WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS **EFFECTIVE WEDNESDAY, OCTOBER 2, 2013**

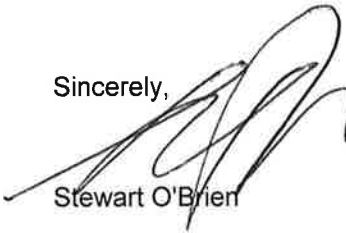
Dear Sir:

Attached is a copy of our LABORGRAM, which describes the wage rates, fringe benefits and other provisions for Journeymen/Servicemen and Helpers in the Mechanical Equipment and Service Division of Plumbers Local Union #1 **effective Wednesday, October 2, 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

SO/rs

Att: LABORGRAM – Journeymen/Servicemen and Helpers Mechanical Equipment and Service 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	" " "
Eugene Bocchieri	Immediate Past President	" " "
Raymond G. McGuire	Counsel	" " "
John J. Murphy	Business Manager	Plumbers Local Union #1
Walter Saraceni	Administrator	Plumbing Industry Board, Local #1

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September 30, 2013

TO: ALL MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: MECHANICAL EQUIPMENT AND SERVICE DIVISION PLUMBERS LOCAL UNION #1, WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS EFFECTIVE WEDNESDAY, OCTOBER 2, 2013

JOURNEYMEN/SERVICEMEN - MECHANICAL EQUIPMENT AND SERVICE DIVISION LOCAL #1

Effective Wednesday, October 2, 2013, there shall be a wage rate increase of one dollar and one cent (\$1.01) per hour (column 1). In addition, for work on or after October 2, 2013 Employers will no longer contribute \$4.09 per hour as fringes for the Vacation/Holiday Fund (\$3.80 per hour plus .29¢ FICA). Rather, \$3.80 per hour will be paid as wages and the .29¢ will be retained by the Employer. In effect, wages on October 2, 2013 will increase \$4.81 per hour and fringes will decrease \$4.09 per hour (*Please Note - to offset the extra costs to Employers caused by the transfer of fringes to wages, Plumbers Local Union #1 will forego its scheduled .59¢ increase that is due April 1, 2014*) for Journeymen employed in the Mechanical Equipment and Service Division. Also note that the Union Assessment Check-off has been changed from 3% to 2.75%. Lastly, as noted in previous memoranda, 6% of gross wages earned on or after October 2, 2013 shall be sent to USAlliance Federal Credit Union to an individual account for each member on the same day as wages are paid. A new schedule of wage rates, fringe benefits and other provisions follows:

OCTOBER 2, 2013 TO MARCH 31, 2014

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	Fringe Benefits Per Hour	Personal Safety Expense Allowance Per Hour	National Pension Fund Per Hour	Promotion Fund Per Pay Hour	Inter- national Training Fund Per Hour	Approx. Wage & Benefits Package Per Hour
<b>Rates Effective 10/2/13</b>	<b>\$38.27*</b>	<b>2.75% of Gross Wages .10¢ Per Pay Hour**</b>	<b>\$9.55</b>	<b>.28¢</b>	<b>\$2.91</b>	<b>.25¢</b>	<b>.10¢</b>	<b>\$51.36</b>

UNION ASSESSMENT CHECK-OFF – 2.75% of Gross Wages paid to employees in the Mechanical Equipment and Service Division shall be deducted from weekly gross wages. Plus, five cents (.05¢) per hour for the Political Action Committee Fund.

\*\*INDUSTRY ORGANIZING FUND - Ten cents (.10¢) per pay hour shall be 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 employees in the Mechanical Equipment and Service Division 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 - For all work required after the completion of regular or shift work, or on any Saturday, Sunday or Holiday the Overtime Rate for Wages will be Time and One-Half (1½). All Fringe Benefits and Contributions on overtime work will be at Straight Time **EXCEPT FOR OVERTIME ON TARGET AND UA RESIDENTIAL WORK WHERE FRINGES SHALL BE AT TIME AND ONE-HALF (1½).**

\*SERVICEMEN - The Wage Rate for Servicemen is **\$27.76 Per Hour**. Wages are based on 70% of the Journeymen Wage Rate Per Hour. (Fringe Benefits are based on 100% of the Journeymen Fringe Benefits)

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## HELPERS - MECHANICAL EQUIPMENT AND SERVICE DIVISION LOCAL #1

Effective Wednesday, October 2, 2013 for 2nd Term through 5th Year Helpers, there shall be a wage rate increase of one dollar and fifteen cents (\$1.15) per hour (column 1). For 1<sup>st</sup> Year, 2<sup>nd</sup> Term through 5<sup>th</sup> Year Helpers, a fringe benefits (Welfare Fund) increase of fifty cents (.50¢) per hour (column 3). In addition, for work by 2<sup>nd</sup> Term through 5<sup>th</sup> Year Helpers on or after October 2, 2013 Employers will no longer contribute \$2.00 per hour as fringes for the Vacation/Holiday Fund (\$1.86 per hour plus .14¢ FICA). Rather, \$1.86 per hour will be paid as wages and the .14¢ will be retained by the Employer. In effect, wages for 2<sup>nd</sup> Term through 5<sup>th</sup> Year Helpers on October 2, 2013 will increase \$3.01 (\$1.15 plus \$1.86) per hour and fringes will decrease \$1.50 per hour- \$2.00 because of vacation/holiday elimination and \$0.50 increase to welfare fund. (Please Note - to offset the extra costs to Employers caused by the transfer of fringes to wages, Plumbers Local Union #1 will forego its scheduled .29¢ increase that is due April 1, 2014). Also note that the Union Assessment Check-off has been changed from 3% to 2.75%. Lastly, as noted in previous memoranda, 6% of gross wages earned on or after October 2, 2013 shall be sent to USAlliance Federal Credit Union to an individual account for each member on the same day as wages are paid. A new schedule of wage rates, fringe benefits and other provisions follows:

### OCTOBER 2, 2013 TO MARCH 31, 2014

#### SCHEDULE OF WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<u>Helper 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 Pay Hour</u>	<u>Inter-national Training Fund Per Hour</u>	<u>Approx. Wage &amp; Fringe Benefits Package Per Hour</u>
FIRST YEAR Probationary (1st Term)	\$10.00	2.75% of Gross Wages .10¢ Per Pay Hour*	None	.28¢	None	.25¢	.10¢	\$10.63
2nd Term	\$13.01	2.75% of Gross Wages .10¢ Per Pay Hour*	\$7.14	.28¢	\$1.40	.25¢	.10¢	\$22.18
SECOND YEAR	\$16.57	2.75% of Gross Wages .10¢ Per Pay Hour*	\$7.14	.28¢	\$1.40	.25¢	.10¢	\$25.74
THIRD YEAR	\$17.57	2.75% of Gross Wages .10¢ Per Pay Hour*	\$7.14	.28¢	\$1.40	.25¢	.10¢	\$26.74
FOURTH YEAR	\$19.07	2.75% of Gross Wages .10¢ Per Pay Hour*	\$7.14	.28¢	\$1.40	.25¢	.10¢	\$28.24
FIFTH YEAR	\$21.07	2.75% of Gross Wages .10¢ Per Pay Hour*	\$7.14	.28¢	\$1.40	.25¢	.10¢	\$30.24

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UNION ASSESSMENT CHECK-OFF – **2.75%** of Gross Wages paid to employees in the Mechanical Equipment and Service Division shall be deducted from weekly gross wages. Plus, five cents (.05¢) per hour for the Political Action Committee Fund.

\*INDUSTRY ORGANIZING FUND - Ten cents (.10¢) per pay hour shall be dedicated to an Industry Organizing Fund to advance the interests of the Industry.

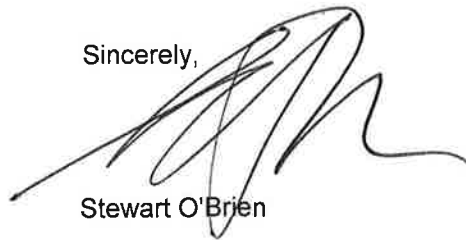
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We recommend this information be made available to all people in your office who deal with wage rates, fringe benefits and other related subjects. This LABORGRAM is available on the Association's Web Site ([www.acpcny.org](http://www.acpcny.org)).

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

Sincerely,



Stewart O'Brien

SO/rs

cc: Andru Coren

President

Ralph J. DeMartino

Vice President

Thomas Maniuszko

Treasurer

John M. Botto

Secretary

Eugene Boccieri

Immediate Past President

Raymond G. McGuire

Counsel

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Business Manager

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Plumbers Local Union #1

Plumbing Industry Board, Local #1