

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 13, 2014

TO: ALL ASSOCIATION MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: NEW RATES FOR HELPERS WORKING ON CERTAIN "A" JOBS - EFFECTIVE JULY 1, 2014

Dear Member and Contributor:

Please be advised that effective July 1, 2014, Helper rates, when working on certain "A" jobs, are changed pursuant to the June 11, 2014 Laborgram (attached).

If you have any questions, please call this office.

Sincerely,



Stewart O'Brien

SO/rs

cc: Andru Coren

President

Reed Rickman

Vice President

Thomas Maniuszko

Treasurer

John M. Botto

Secretary

Gene Bocchieri

Immediate Past President

Raymond G. McGuire

Counsel

John J. Murphy

Business Manager

Walter Saraceni

Administrator

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

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Plumbers Local Union #1

Plumbing Industry Board, Local #1

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June 11, 2014

TO: ALL ASSOCIATION MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: **HELPERS WORKING ON "A" DIVISION JOBS, NO APPRENTICES AVAILABLE/TARGET JOBS**

**SUPERCEDES: THIS LABORGRAM SUPERCEDES THE NOVEMBER 27, 2007 (UPDATED JULY 10, 2013)
LABORGRAM ON THE SAME SUBJECT**

Dear Member and Contributor:

Please be advised that Plumbers Union Local #1 and the Association of Contracting Plumbers of the City of New York, Inc., have agreed to the following wage and fringe benefits when "MES" Division Helpers are authorized to work on "A" Division jobs solely because of 1) the lack of Apprentices or 2) Target job.

Effective July 1, 2014 all "MES" Division Helpers working on the above referenced jobs shall be paid as follows --

1st Term Helpers (presently \$10.63 per hour package) will receive 1st Term Apprentice wages and benefits (\$14.71 per hour package).

2nd Term Helpers will continue to receive 2nd Term Helper wages and benefits (\$22.18 per hour package).

2nd Year Helpers (\$25.74 per hour package) will receive 2nd Year Apprentice wages and benefits (\$35.83 per hour package).

3rd - 5th Year Helpers (\$26.74 per hour package, \$28.24 per hour package, \$30.24 per hour package) will receive 3rd Year Apprentice wages and fringes (\$37.73 per hour package).

This temporary upgrade in wages and fringes shall cease when the Helper discontinues work on "A" Division jobs. Helpers shall be paid wages only for the hours worked. Overtime wage/fringe rate for these Helpers shall be the same as for the workforce on the job (1.5 or 2x).

Sincerely,

SO/rs

Stewart O'Brien

cc: Andru Coren President
Reed Rickman Vice President
Thomas Maniuszko Treasurer
John M. Botto Secretary
Gene Bocchieri Immediate Past President
Raymond G. McGuire Counsel
John J. Murphy Business Manager
Walter Saraceni Administrator

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March 26, 2014

TO: ALL MEMBERS AND PROMOTION FUND CONTRIBUTORS

RE: PLUMBERS LOCAL UNION #1 MECHANICAL EQUIPMENT AND SERVICE DIVISION INCREASE TO JOURNEYMEN/SERVICEMEN AND HELPERS WAGE RATES, FRINGE BENEFITS AND OTHER PROVISIONS **EFFECTIVE TUESDAY, APRIL 1, 2014**

Dear Sir:

As agreed to in the October 1, 2013 - September 30, 2016 "MES" Division Collective Bargaining Agreement there is no April 1, 2014 increase in the "MES" Division.

Accordingly, you should continue to pay your "MES" personnel on and after April 1, 2014 at the same wages and fringe benefits as you do now (as indicated on the September 30, 2013 Laborgram which is posted on the Association's Web Site [acpcny.org]).

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

| | | |
|--------------------|--------------------------|--|
| cc: Andru Coren | President | Association of Contracting Plumbers of the City of New York, Inc. |
| Reed Rickman | 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 |
| Rates Effective 10/2/13 | \$38.27* | 2.75% of Gross Wages .10¢ Per Pay Hour** | \$9.55 | .28¢ | \$2.91 | .25¢ | .10¢ | \$51.36 |

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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September 30, 2013

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 1st Year, 2nd Term through 5th Year Helpers, a fringe benefits (Welfare Fund) increase of fifty cents (.50¢) per hour (column 3). In addition, for work by 2nd Term through 5th 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 2nd Term through 5th 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) |
|------------------------------------|--------------------|---|--------------------------|--|--------------------------------|-----------------------------|---------------------------------------|---|
| Helper 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 Pay Hour | Inter-national Training Fund Per Hour | Approx. Wage & Fringe Benefits Package Per Hour |
| 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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September 30, 2013

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).**

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).

Should you have any questions, please call this office at 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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