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Access Architectural Glass & Aluminum  
All Action Architectural Metal & Glass  
Alpha Glass Systems, LLC  
Clear View Architectural Metal & Glass, Inc.  
Clifton Architectural Glass & Metal  
County Glass & Metal Installers, Inc.  
Eighteen Glass Co., Inc.  
Goldberg Glass Company  
Josloff Glass Company  
Metro Glass, Inc.  
Thompson Glass & Mirror, Inc.  
Union County Plate Glass Company

**Memo (via Email)**

**To:** Contractor Members  
**From:** Bernie Gingras  
**Re:** Wage Rate Sheets Effective May 1, 2024  
**Date:** March 28, 2024

**DIRECTORS**

Frank O'Donnell, President  
Charlie Komoroski, III, Vice-President  
Ian Josloff, Secretary  
Alan Oake, Director  
Brian Cavanaugh, Director  
Steve Goldberg, Director

**EXECUTIVE DIRECTOR**

Bernard R. Gingras, CPA

**AFFILIATIONS**

Member,  
Finishing Contractors Association (FCA)

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An OSHA Alliance Organization

Attached are the wage rate sheets reflecting a \$2.50 increase to the package for a Journeyman Glazier effective May 1, 2024, the second year of our current three-year CBA. Essentially all wage increases work off the Journeyman rate. These wage rate sheets are for the period May 1, 2024 to April 30, 2025. Shortly you should be receiving revised contribution sheets from the Union.

These wage rates are effective May 1, 2024. The contract indicates that you would have a thirty-day period in order to effectuate the changes to your payroll system. However, any changes are retroactive back to May 1.

We call your attention to Article 22.8, which requires that you make an annual payment of \$50 to the Joint Trade Board. Also, we take this opportunity to call your attention to Article 1.5, which requires contractors register all jobs in excess of \$25,000 with the District Council, preferably through their website. Failure to comply is a violation of the Collective Bargaining Agreement and is subject to a \$500 fine.

The Board urges you to read and understand your Collective Bargaining Agreement. Neither the Association nor its officers or directors accept any legal responsibility for information or advice given or opinions expressed. If you are in need of legal advice, you should seek your own legal counsel regarding those issues.



BRG:sp  
Enclosures  
cc: M. Laughlin (w/o enclosures)  
A. Galvez (w/o enclosures)  
B. Cooke (w/o enclosures)  
M. Dietrich (w/o enclosures)  
Web Page



# DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/01/2024 through 4/30/2025

INTERNATIONAL  
UNION OF  
**PAINTERS  
& ALLIED  
TRADES**

**DISTRICT  
COUNCIL  
21**

FRANCIS MCLAUGHLIN  
BUSINESS MANAGER  
SECRETARY-TREASURER



(215) 677-7980  
FAX (215) 677-3877



AFFILIATED WITH

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COUNCILS

PHILADELPHIA/  
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NEW JERSEY,  
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AFL-CIO'S

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CONFERENCE OF I.U.P.A.T.



HEADQUARTERS

2980 SOUTHAMPTON ROAD  
PHILADELPHIA, PA 19154



## JOURNEYMAN RATE

Wages	\$51.43 per hour
Health & Welfare	\$12.85 per hour
IU Pension	\$ 9.72 per hour
IU Annuity 12% Total Gross Wages	\$ 6.17 per hour (Example Only)
DC FTI	\$ 1.75 per hour
DC LMF	\$ 0.05 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
STARS	\$ 0.10 per hour
IAF	\$ 0.15 per hour
Pinpointing	\$ 0.75 per hour
<b>Fringe Benefits =</b>	<b>\$31.74 per hour</b>
<b>Total Package =</b>	<b>\$83.17 per hour</b>

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### Deductions from Wages

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$1.11 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$0.10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

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3/29/24

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2980 SOUTHAMPTON ROAD  
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## MECHANIC RATE (80% of Journeyman Rate)

Wages	\$41.14 per hour
Health & Welfare	\$12.85 per hour
IU Pension	\$ 9.72 per hour
IU Annuity	\$ 1.34 per hour
DC FTI	\$ 0.45 per hour
DC LMF	\$ 0.05 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
STARS	\$ 0.10 per hour
IAF	\$ 0.15 per hour
Pinpointing	\$ 0.54 per hour
<b>Fringe Benefits =</b>	<b>\$25.40 per hour</b>
<b>Total Package =</b>	<b>\$66.54 per hour</b>

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### Deductions from Wages

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$0.89 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ 0.10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

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# DISTRICT COUNCIL 21 LU1009 GLAZIERS

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HEADQUARTERS  
2980 SOUTHAMPTON ROAD  
PHILADELPHIA, PA 19154



## Industrial / Glassworker Rate

Wages	\$19.99 per hour
Health & Welfare	\$ 4.85 per hour
IU Pension	\$ 3.77 per hour
IU Annuity	\$ 0.00 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.15 per hour
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Fringe Benefits =	\$ 9.12 per hour
Total Package =	\$29.11 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.32 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

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# DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/1/2024 through 4/30/2025

Fabricator / Service Mechanic (New) Rate

INTERNATIONAL  
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2980 SOUTHAMPTON ROAD  
PHILADELPHIA, PA 19154



Wages	\$25.41 per hour
Health & Welfare	\$10.35 per hour
IU Pension	\$ 4.06 per hour
IU Annuity	\$ 0.64 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.40 per hour
Pinpointing	\$ 0.38 per hour
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Fringe Benefits =	\$16.18 per hour
Total Package =	\$41.59 per hour

**Deductions from Wages**

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.57 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

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# DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/1/2024 through 4/30/2025

## Fabricator / Service Mechanic (Grandfathered) Rate

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HEADQUARTERS

2980 SOUTHAMPTON ROAD  
PHILADELPHIA, PA 19154



Wages	\$34.63 per hour
Health & Welfare	\$10.35 per hour
IU Pension	\$ 8.10 per hour
IU Annuity	\$ 0.56 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.40 per hour
Pinpointing	\$ 0.50 per hour
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Fringe Benefits =	\$20.26 per hour
Total Package =	\$54.89 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.71 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

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MR



## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATES EFFECTIVE 5/1/2024 through 4/30/2025

INTERNATIONAL  
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HEADQUARTERS

2980 SOUTHAMPTON ROAD  
PHILADELPHIA, PA 19154



	Journeyman	Leadman	Foreman	Gen. Foreman
Wages	\$51.43 per hr	\$53.43 per hr	\$55.43 per hr	\$57.43 per hr
Health & Welfare	\$12.85 per hr	\$12.85 per hr	\$12.85 per hr	\$12.85 per hr
IU Pension	\$ 9.72 per hr	\$ 9.72 per hr	\$ 9.72 per hr	\$ 9.72 per hr
IU Annuity 12%				
Total Gross Wages	\$ 6.17 per hr	\$ 6.41 per hr	\$ 6.65 per hr	\$ 6.90 per hr
DC FTI	\$ 1.75 per hr	\$ 1.75 per hr	\$ 1.75 per hr	\$ 1.75 per hr
DC LMF	\$ 0.05 per hr	\$ 0.05 per hr	\$ 0.05 per hr	\$ 0.05 per hr
LMP	\$ 0.10 per hr	\$ 0.10 per hr	\$ 0.10 per hr	\$ 0.10 per hr
N-FTI	\$ 0.10 per hr	\$ 0.10 per hr	\$ 0.10 per hr	\$ 0.10 per hr
STARS	\$ 0.10 per hr	\$ 0.10 per hr	\$ 0.10 per hr	\$ 0.10 per hr
IAF	\$ 0.15 per hr	\$ 0.15 per hr	\$ 0.15 per hr	\$ 0.15 per hr
Pinpointing	\$ 0.75 per hr	\$ 0.75 per hr	\$ 0.75 per hr	\$ 0.75 per hr
Fringe Benefits =	\$31.74 per hr	\$31.98 per hr	\$32.22 per hr	\$32.47 per hr
Total Package =	\$83.17 per hr	\$85.41 per hr	\$87.65 per hr	\$89.90 per hr

### Deductions from Wages

Administrative Dues Check-off	3.5 % X Gross Wages
Administrative Dues on Fringes:	
Journeyman	\$1.11 per hour
Leadman	\$1.12 per hour
Foreman	\$1.13 per hour
General Foreman	\$1.14 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

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**Finishing Trades Institute / District Council 21  
Glaziers Local Union 1009**



**Apprentice Wage Package**

**May 1, 2024 - April 30, 2025**

**Non-Grandfathered**

	<u>1st Term</u>	<u>2nd Term</u>	<u>3rd Term</u>	<u>4th Term</u>
<b>Apprentice Wages by %</b>	\$23.65	\$28.29	\$31.37	\$36.00
	46%	55%	61%	70%
<b>Fringe Benefits:</b>				
Health & Welfare	\$8.80	\$8.80	\$10.55	\$10.55
IUPAT Pension **	\$1.32	\$2.59	\$3.72	\$4.79
Annuity Fund **	\$0.55	\$1.56	\$2.06	\$2.58
DC 21 Apprentice Fund	\$1.22	\$1.26	\$1.28	\$1.32
National Apprentice Fund IU FTI	\$0.10	\$0.10	\$0.10	\$0.10
IAF / Marketing	\$0.15	\$0.15	\$0.15	\$0.15
LMP	\$0.10	\$0.10	\$0.10	\$0.10
DC21 LMF	\$0.05	\$0.05	\$0.05	\$0.05
Stars Program	\$0.10	\$0.10	\$0.10	\$0.10
Pin-Pointing Fund	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>	<u>\$0.05</u>
<b>Total Fringe Benefits</b>	<b><u>\$12.44</u></b>	<b><u>\$14.76</u></b>	<b><u>\$18.16</u></b>	<b><u>\$19.79</u></b>
<b>Total Wage &amp; Fringe Package</b>	<b>\$36.09</b>	<b>\$43.05</b>	<b>\$49.53</b>	<b>\$55.79</b>
<b>Employee Deductions:</b>				
Vacation Fund	\$1.00	\$1.00	\$1.00	\$1.00
Admin. Dues on Fringes**	\$0.44	\$0.52	\$0.64	\$0.69
International Dues	\$0.10	\$0.10	\$0.10	\$0.10
Admin. Dues on Wages	3.5%	3.5%	3.5%	3.5%
International PAC	\$0.05	\$0.05	\$0.05	\$0.05
PAC	\$0.10	\$0.10	\$0.10	\$0.10
Benevolent Fund	\$0.10	\$0.10	\$0.10	\$0.10
Organizing Fund	\$0.11	\$0.11	\$0.11	\$0.11
In subsequent years of this contract, apprentices will be given health and welfare ,persion and annuity increase as required by contract.				
**Admin. Dues on fringes is 3.5% of total fringe benefits only.				
**Pension, Annuity and Admin. Dues on Fringes are X # of hours paid.				

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Finishing Trades Institute/District Council 21  
 Glaziers Local Union 1009  
*Grandfathered*  
**Apprentice Wage Package**  
**May 1, 2024 - April 30, 2025**



	Second Term		Third Term		Fourth Term	
	60%	65%	70%	75%	80%	90%
<b>Wage</b>	\$30.86	\$33.43	\$36.00	\$38.57	\$41.14	\$46.29
<b>Fringe Benefits</b>						
Health & Welfare	\$8.80	\$8.80	\$10.55	\$10.55	\$10.55	\$10.55
IUPAT Pension	\$1.60	\$1.67	\$2.77	\$2.85	\$3.87	\$4.00
Annuity	\$1.57	\$1.57	\$2.08	\$2.08	\$2.59	\$2.60
DC21 Apprentice Fund	\$1.28	\$1.29	\$1.32	\$1.33	\$1.36	\$1.38
National Apprentice Fund IU IFTI	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
LMP	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
DC LMF	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Stars Program	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Pin-Pointing Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
<b>Total Fringe Benefits</b>	\$13.80	\$13.88	\$17.27	\$17.36	\$18.92	\$19.08
<b>Total Wage and Fringe Benefits</b>	\$44.66	\$47.31	\$53.27	\$55.93	\$60.06	\$65.37
<b>Employee Deductions</b>						
Vacation Fund	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Admin. Dues on Fringes**	\$0.48	\$0.49	\$0.60	\$0.61	\$0.66	\$0.67
International Dues	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Admin Dues on Wages	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
International PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
PAC	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Benevolent Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Organizing Fund	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11

In subsequent years of this contract, apprentices will be given health & welfare, pension and annuity increase as required by contract.  
 \*\*Admin. Dues on fringes is 3.5% of total fringe benefits only.  
 \*\*Pension, Annuity and Admin. Dues on fringes are X # of hours paid

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 MZ