

MEMBERS

Access Architectural Glass & Aluminum
All Action Architectural Metal & Glass
Alpha Glass Systems, LLC
Boss Glass Company
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.
Smith Glass & Metal Company, LLC
Thompson Glass & Mirror, Inc.
Union County Plate Glass Company

DIRECTORS

Frank O'Donnell, President
Charlie Komoroski, III, Vice-President
Steve Reynolds, Treasurer
Ian Josloff, Secretary
Alan Oake, Director
David Petrone, Director
Steve Goldberg, Director

EXECUTIVE DIRECTOR

Bernard R. Gingras, CPA

AFFILIATIONS

Member,
Finishing Contractors Association (FCA)

U.S. Green Building Council (USGBC)

An OSHA Alliance Organization

Memo

To: Contractor Members

From: Bernie Gingras

Re: CBA Effective May 1, 2020

Date: August 11, 2020

Enclosed is a copy of the final 3-year CBA that was ratified by a unanimous vote of the contractors in attendance at a Covid 19 pandemic conference call meeting of the Association on Wednesday, July 29. This agreement is effective retroactively to May 1, 2020. Also enclosed are wage rate sheets for the period May 1, 2020 to April 30, 2021. Shortly you will be receiving revised contribution sheets from the Union. You should endeavor to implement the revised wage rates as soon as possible and to make the retroactive payments on a timely basis. The faster you implement the new rates, the less of a retroactive adjustment will be necessary. All retroactive pay adjustments must be made no later than sixty (60) days from the date of this memo.

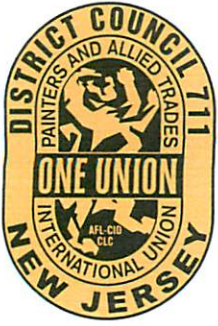
At the end of the CBA, page 34, there is an Individual Employer Signature Page. You should fill this sheet out, sign, date and send it to the District Council Office with your payment of \$50, which is your annual Joint Trade Board payment in accordance with Article 22.7. Also, we call your attention to Article 1.5, which requires registration of 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 final agreement you have in your hands is essentially the same as the proposed agreement that was sent to you via e-mail on July 23. This is now final as signified by my signature and that of BMST Vinnie Lane as well as each page being initialed. Always work with the final copy of the agreement.

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
Enclosure
cc: V. Lane (w/o Encl)
T. Hoffman (w/o Encl)
B. Cooke (w/o Encl)





Main Office

9 Fadem Road
Springfield, NJ 07081

Phone: (973) 258-1601

Fax: (973) 258-1615

ONE VOICE

Representing Working
Family Issues:

- Painters
 - Commercial
 - Industrial
 - Bridge
- Wall Coverers
- Drywall Finishers
- Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
- Paint Makers
- Line Striping

ONE AGENDA

Affiliated with the
State of NJ Building
and Construction Trades
Council and NJ State
AFL-CIO



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC

DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 5/01/2020 through 4/30/2021

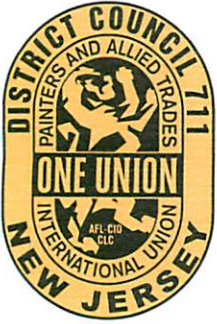
JOURNEYMAN RATE

Wages	\$ 46.80 per hour
Health & Welfare	\$ 11.75 per hour
IU Pension	\$ 8.10 per hour
IU Annuity 12% Total Gross Wages	\$ 5.62 per hour (Example Only)
DC FTI	\$ 1.10 per hour
DC LMF	\$.05 per hour
LMP	\$.10 per hour
N-F T I	\$.10 per hour
STARS	\$.10 per hour
IAF	\$.15 per hour
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Total Package =	\$ 73.87 per hour

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour
IU Administrative Dues (as of June 1, 2020)	\$0.05 per hour

5/15 2/11/2020
244



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GLAZIERS

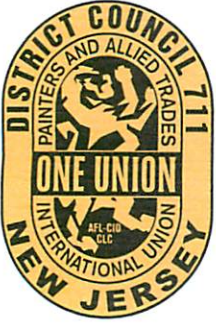
RATES EFFECTIVE 5/1/2020 through 4/30/2021

	Journeyman	Leadman	Foreman	Gen. Foreman
Wages	\$ 46.80 per hour	\$ 48.80 per hour	\$ 50.80 per hour	\$ 52.80 per hour
Health & Welfare	\$ 11.75 per hour	\$ 11.75 per hour	\$ 11.75 per hour	\$ 11.75 per hour
IU Pension	\$ 8.10 per hour	\$ 8.10 per hour	\$ 8.10 per hour	\$ 8.10 per hour
IU Annuity 12%				
Total Gross Wages	\$ 5.62 per hour	\$ 5.86 per hour	\$ 6.10 per hour	\$ 6.34 per hour
DC FTI	\$ 1.10 per hour	\$ 1.10 per hour	\$ 1.10 per hour	\$ 1.10 per hour
DC LMF	\$.05 per hour	\$.05 per hour	\$.05 per hour	\$.05 per hour
LMP	\$.10 per hour	\$.10 per hour	\$.10 per hour	\$.10 per hour
N-FTI	\$.10 per hour	\$.10 per hour	\$.10 per hour	\$.10 per hour
STARS	\$.10 per hour	\$.10 per hour	\$.10 per hour	\$.10 per hour
IAF	\$.15 per hour	\$.15 per hour	\$.15 per hour	\$.15 per hour
Total Package =	\$ 73.87 per hour	\$ 76.11 per hour	\$ 78.35 per hour	\$ 80.59 per hour

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour
IU Administrative Dues (as of June 1, 2020)	\$0.05 per hour

5/15.
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GLAZIERS

RATE EFFECTIVE 5/1/2020 through 4/30/2021

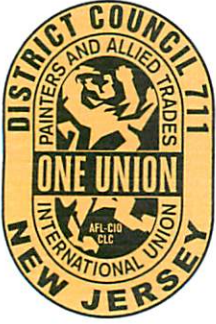
Fabricator/Service Mechanic (Grandfathered) Rate

Wages	\$ 31.69 per hour
Health & Welfare	\$ 9.50 per hour
IU Pension	\$ 6.75 per hour
IU Annuity	\$ 0.46 per hour
LMP	\$.10 per hour
N-F T I	\$.10 per hour
IAF	\$.15 per hour
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Total Package =	\$ 48.75 per hour

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour
IU Administrative Dues (as of June 1, 2020)	\$0.05 per hour

5/6.
2/24



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RATE EFFECTIVE 5/1/2020 through 4/30/2021

Fabricator/Service Mechanic (New) Rate

Wages	\$ 23.21 per hour
Health & Welfare	\$ 9.50 per hour
IU Pension	\$ 3.38 per hour
IU Annuity	\$.50 per hour
LMP	\$.10 per hour
N-F T I	\$.10 per hour
IAF	\$.15 per hour
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Total Package =	\$ 36.94 per hour

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour
IU Administrative Dues (as of June 1, 2020)	\$0.05 per hour

3/6/2021



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RATE EFFECTIVE 5/1/2020 through 4/30/2021

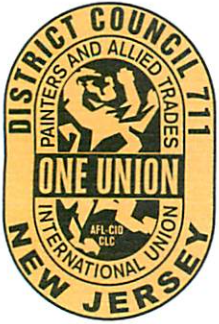
Industrial Worker Rate

Wages	\$ 18.16 per hour
Health & Welfare	\$ 4.20 per hour
IU Pension	\$ 3.14 per hour
IU Annuity	\$ 0.00 per hour
LMP	\$.10 per hour
N-F T I	\$.10 per hour
IAF	\$.15 per hour
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Total Package =	\$ 25.85 per hour

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour
IU Administrative Dues (as of June 1, 2020)	\$0.05 per hour

B/G.
2/24



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GLAZIERS

RATES EFFECTIVE 5/1/20 through 4/30/2021

Fabricator/Service Mechanic (Grandfathered) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMP	N-FTI	IAF	
\$31.69	\$6.75	\$0.46	\$9.50	\$0.10	\$0.10	\$0.15	
							Package Rate \$48.75

Fabricator/Service Mechanic (New) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMP	N-FTI	IAF	
\$23.21	\$3.38	\$0.50	\$9.50	\$0.10	\$0.10	\$0.15	
							Package Rate \$36.94

Industrial Worker Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMP	N-FTI	IAF	
\$18.16	\$3.14	\$0.00	\$4.20	\$0.10	\$0.10	\$0.15	
							Package Rate \$25.85

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wage
PAC	\$0.10 per hour
Vacation Fund	\$1.00 per hour
IU Administrative Dues (as of June 1, 2020)	\$0.05 per hour

5/6/2021

INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC

FINISHING TRADES INSTITUTE OF NEW JERSEY

GLAZIER APPRENTICE RATES & BENEFITS

EFFECTIVE MAY 1, 2020 THROUGH APRIL 30, 2021

1 ST YEAR	50%	55%
WAGE	\$23.40	\$25.74
H&W	\$ 8.00	\$ 8.00
PENSION	\$ 0.00	\$ 0.00
ANNUITY	\$ 0.00	\$ 0.00
DC FTI	\$ 1.00	\$ 1.00
IUPAT FTI	\$ 0.10	\$ 0.10
LMP	\$ 0.10	\$ 0.10
IAF	\$ 0.15	\$ 0.15
DC LMF	\$ 0.05	\$ 0.05
STARS PROGRAM	\$ 0.10	\$ 0.10
TOTAL PACKAGE	\$32.90	\$35.24

2 ND YEAR	60%	65%
WAGE	\$28.08	\$30.42
H&W	\$ 8.00	\$ 8.00
PENSION	\$ 1.11	\$ 1.11
ANNUITY	\$ 1.50	\$ 1.50
DC FTI	\$ 1.00	\$ 1.00
IUPAT FTI	\$ 0.10	\$ 0.10
LMP	\$ 0.10	\$ 0.10
IAF	\$ 0.15	\$ 0.15
DC LMF	\$ 0.05	\$ 0.05
STARS PROGRAM	\$ 0.10	\$ 0.10
TOTAL PACKAGE	\$40.19	\$42.53

3 RD YEAR	70%	75%
WAGE	\$32.76	\$35.10
H&W	\$10.00	\$10.00
PENSION	\$ 2.10	\$ 2.10
ANNUITY	\$ 2.00	\$ 2.00
DC FTI	\$ 1.00	\$ 1.00
IUPAT FTI	\$ 0.10	\$ 0.10
LMP	\$ 0.10	\$ 0.10
IAF	\$ 0.15	\$ 0.15
DC LMF	\$ 0.05	\$ 0.05
STARS PROGRAM	\$ 0.10	\$ 0.10
TOTAL PACKAGE	\$48.36	\$50.70

4 TH YEAR	80%	90%
WAGE	\$37.44	\$42.12
H&W	\$10.00	\$10.00
PENSION	\$ 3.02	\$ 3.02
ANNUITY	\$ 2.50	\$ 2.50
DC FTI	\$ 1.00	\$ 1.00
IUPAT FTI	\$ 0.10	\$ 0.10
LMP	\$ 0.10	\$ 0.10
IAF	\$ 0.15	\$ 0.15
DC LMF	\$ 0.05	\$ 0.05
STARS PROGRAM	\$ 0.10	\$ 0.10
TOTAL PACKAGE	\$54.46	\$59.14

*****Deductions from Wages*****

Dues Check-Off	5% of Gross Wages
Vacation	\$1.00 Per Hour
PAC	\$0.10 Per Hour
IU Administrative Dues	\$0.05 Per Hour (As of 6/1/2020)



Administrative Office

9B Fadem Road
Springfield, NJ 07081
Phone: (973) 258-1607
Fax: (973) 258-1609

ONE VOICE

Training in the Industries of:

- Painting
 - Commercial
 - Industrial
 - Bridge
- Wallcovering
- Drywall Finishing
- Glazing/
Architectural Metal & Glass
- Sign & Display and
Trade Show Decorating

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BLG