

Fw: NJ G+M-Updated Rate sheets January 1 2025

From: bocefuss@aol.com (bocefuss@aol.com)

To: frankmetrglass@aol.com; ian@josloffglass.com; steve@goldbergglass.com; alan@clearviewnj.com; brian@18glassco.com; flm333@yahoo.com; dan@18glassco.com; david@accessarchitecturalglass.com; johnq@allactionglass.com; alphaglass@verizon.net; rchmura@cliftonglass.com; donald@countyglass.com; tommy@countyglass.com; thompsonglass1@yahoo.com; charlesjr@ucpglass.com; jimb@ucpglass.com; marek@ucpglass.com

Bcc: tdarkangelo@finishingcontractors.org; bocefuss@aol.com

Date: Friday, January 3, 2025 at 09:53 AM EST

Contractor members,

First off, Happy New Year. Hope it is a good one for you and your families.

Attached are revised wage rate sheets effective January 1, 2025. As you can see they were sent by the union at 10 AM on New Years eve day. In accordance with directions from our BOD I communicated with the union regarding our "questioning" of this action which then spilled into New Years day and yesterday including letters and memos with the attorneys for DC 21 who pointed out that we had to comply with the changes (no matter how late received) in accordance with our CBA, Article 4 (Attached). They conveniently skipped over the fact that the union was not in compliance with Article 4 in their memo of 10 AM December 31... blah, blah, blah.

Yesterday afternoon we obtained a copy of an IUPAT memo dated October 7, 2024 (Attached) from other association executives around the country, which had directed all District Councils to notify contractors and update wage sheets, months ago. As previously stated our only notification was 10 AM December 31 for a change that is effective January 1. Accordingly you are obligated to make the change even though the notification was late by any standard and yes, the wage sheets are not initialed as they have been for the last two decades.

The changes do not affect the package or wage rate. The change increases the IU Administrative dues by \$.15 and decreases the PAC contribution by \$.05 for a net reduction of \$.10 going home in your employees pay envelope. I have been told some contractors are going to copy the October 7 IUPAT memo and include it with the pay checks so your employees see this is not your doing and also that these dues will further increase for the following three years (I am guessing the PAC contribution will return to \$.10 on May 1, but that is only a guess).

Bottom line, you are obligated to make these two changes per the revised rate sheets to your LU 1009 employees effective January 1, 2025.

Again, Happy New Year !!

Bernie.

BERNARD R. GINGRAS, CPA
Executive Director
N J GLASS & METAL CONTRACTORS ASSOC.
 65 Harristown Road, Suite 102
 Glen Rock, NJ 07452
 cell 201-882-1181
 ph 201-612-0015, ext 201
 fax 201-612-4669
 mobile 201-247-6094

www.njglassandmetal.org

info@njglassandmetal.org

----- Forwarded Message -----

From: Matthew Dietrich <mdietrich@dc21.com>
 To: bocefuss@aol.com <bocefuss@aol.com>
 Cc: Mike Laughlin <milaughlin@dc21.com>
 Sent: Tuesday, December 31, 2024 at 10:07:12 AM EST
 Subject: Updated Rate sheets January 1 2025

Good morning Bernie,

I hope you're having a great holiday season.

At our IUPAT convention this year, a resolution was made to adjust our wage deductions for IU Administrative Dues and PAC fund.

Please share attached rate sheets with NJG&MCA contractors.

Note: No changes to total package or wages.

Always feel free to reach out to me with any questions.

Hapy New Year!

Thank you,

Matt Dietrich

Business Representative

District Council 21

Glaziers Local 1009

Cell: 908 433 5643

 Glaziers 1009 all 1 1 2025.pdf
 4.1 MB

DUE TO CONVENTION RESOLUTIONS - CHANGES GO INTO EFFECT JANUARY 1, 2025

DISTRICT COUNCIL 21 LU 1009

GLAZIERS

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

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

Fringe Benefits = \$31.74 per hour
 Total Package = \$83.17 per hour

Deductions from Wages

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$1.11 per hour
IU Administrative Dues	\$0.25 per hour
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour



INTERNATIONAL UNION OF

PAINTERS & ALLIED TRADES

DISTRICT COUNCIL

21

BERNIE SNYDER
 BUSINESS MANAGER
 SECRETARY-TREASURER

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

AFFILIATED WITH

PHILADELPHIA, NORTHEASTERN PENNSYLVANIA, NEW JERSEY, AND DELAWARE BUILDING TRADES COUNCILS

PHILADELPHIA/ DELAWARE VALLEY, NEW JERSEY, DELAWARE AND PENNSYLVANIA AFL-CIO'S

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

HEADQUARTERS

2980 SOUTHAMPTON ROAD PHILADELPHIA, PA 19154



DUE TO CONVENTION RESOLUTIONS - CHANGES GO INTO EFFECT JANUARY 1, 2025

DISTRICT COUNCIL 21 LU 1009

GLAZIERS

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

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

Fringe Benefits = \$25.40 per hour
 Total Package = \$66.54 per hour

Deductions from Wages

Administrative Dues Check-off 3.5% x Gross Wages
 Administrative Dues on Fringes \$0.89 per hour
 IU Administrative Dues \$0.25 per hour
 DC 21 PAC Fund \$ 0.05 per hour
 Vacation Fund \$1.00 per hour
 Member Benevolent Fund \$0.10 per hour
 Organizing Fund \$0.11 per hour



INTERNATIONAL UNION OF

PAINTERS & ALLIED TRADES

DISTRICT COUNCIL

21

BERNIE SNYDER
 BUSINESS MANAGER
 SECRETARY-TREASURER

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

AFFILIATED WITH

PHILADELPHIA, NORTHWESTERN PENNSYLVANIA, NEW JERSEY, AND DELAWARE BUILDING TRADES COUNCILS

PHILADELPHIA/ DELAWARE VALLEY, NEW JERSEY, DELAWARE AND PENNSYLVANIA AFL-CIO'S

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

HEADQUARTERS
 2980 SOUTHAMPTON ROAD
 PHILADELPHIA, PA 19154





**DUE TO CONVENTION RESOLUTIONS –
CHANGES GO INTO EFFECT JANUARY 1, 2025**

**DISTRICT COUNCIL 21 LU 1009
GLAZIERS**

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

INTERNATIONAL
UNION OF
**PAINTERS
& ALLIED
TRADES**
**DISTRICT
COUNCIL
21**

BERNIE SNYDER
BUSINESS MANAGER
SECRETARY-TREASURER

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

AFFILIATED WITH

PHILADELPHIA,
NORTHEASTERN
PENNSYLVANIA,
NEW JERSEY,
AND DELAWARE
BUILDING TRADES
COUNCILS

PHILADELPHIA/
DELAWARE VALLEY,
NEW JERSEY,
DELAWARE AND
PENNSYLVANIA
AFL-CIO'S

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

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 \$0.25 per hour

DC 21 PAC Fund \$0.05 per hour

Vacation Fund \$1.00 per hour

Member Benevolent Fund \$0.10 per hour

Organizing Fund \$0.11 per hour



INTERNATIONAL
UNION OF

**PAINTERS
& ALLIED
TRADES**

**DISTRICT
COUNCIL
21**

BERNIE SNYDER
BUSINESS MANAGER
SECRETARY-TREASURER



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



AFFILIATED WITH

PHILADELPHIA,
NORTHEASTERN
PENNSYLVANIA,
NEW JERSEY,
AND DELAWARE
BUILDING TRADES
COUNCILS

PHILADELPHIA/
DELAWARE VALLEY,
NEW JERSEY,
DELAWARE AND
PENNSYLVANIA
AFL-CIO'S

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



HEADQUARTERS

2980 SOUTHAMPTON ROAD
PHILADELPHIA, PA 19154

**DUE TO CONVENTION RESOLUTIONS –
CHANGES GO INTO EFFECT JANUARY 1, 2025**

DISTRICT COUNCIL 21 LU1009
GLAZIERS

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

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
<hr/>	
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	\$0.25 per hour
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour





**DUE TO CONVENTION RESOLUTIONS –
CHANGES GO INTO EFFECT JANUARY 1, 2025**

DISTRICT COUNCIL 21 LU 1009
GLAZIERS

INTERNATIONAL
UNION OF

**PAINTERS
& ALLIED
TRADES**

**DISTRICT
COUNCIL
21**

BERNIE SNYDER
BUSINESS MANAGER
SECRETARY-TREASURER



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



AFFILIATED WITH

PHILADELPHIA,
NORTHEASTERN
PENNSYLVANIA,
NEW JERSEY,
AND DELAWARE
BUILDING TRADES
COUNCILS

PHILADELPHIA/
DELAWARE VALLEY,
NEW JERSEY,
DELAWARE AND
PENNSYLVANIA
AFL-CIO'S

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



HEADQUARTERS
2980 SOUTHAMPTON ROAD
PHILADELPHIA, PA 19154

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

Fabricator / Service Mechanic (Grandfathered) Rate

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
<hr/>	
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	\$0.25 per hour
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour





INTERNATIONAL
UNION OF

**PAINTERS
& ALLIED
TRADES**

DISTRICT COUNCIL 21

BERNIE SNYDER
BUSINESS MANAGER
SECRETARY-TREASURER



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



AFFILIATED WITH
PHILADELPHIA,
NORTHEASTERN
PENNSYLVANIA,
NEW JERSEY,
AND DELAWARE
BUILDING TRADES
COUNCILS

PHILADELPHIA/
DELAWARE VALLEY,
NEW JERSEY,
DELAWARE AND
PENNSYLVANIA
AFL-CIO'S

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



HEADQUARTERS

2980 SOUTHAMPTON ROAD
PHILADELPHIA, PA 19154

**DUE TO CONVENTION RESOLUTIONS –
CHANGES GO INTO EFFECT JANUARY 1, 2025**

DISTRICT COUNCIL 21 LU 1009 GLAZIERS

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

Fabricator / Service Mechanic (New) Rate

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
<hr/>	
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	\$0.25 per hour
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.10 per hour
Organizing Fund	\$0.11 per hour

DUE TO CONVENTION RESOLUTIONS – CHANGES GO INTO EFFECT JANUARY 1, 2025

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>Term</u>	<u>Term</u>
Apprentice Wages by %	\$23.65	\$28.29	\$31.37	\$36.00
	46%	55%	61%	70%
Fringe Benefits:				
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 FT	\$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	\$0.05	\$0.05	\$0.05	\$0.05
Total Fringe Benefits	\$12.44	\$14.76	\$18.16	\$19.79
Total Wage & Fringe Package	\$36.09	\$43.05	\$49.53	\$55.79
Employee Deductions:				
Vacation Fund	\$1.00	\$1.00	\$1.00	\$1.00
Admin. Dues on Fringes**	\$0.44	\$0.52	\$0.64	\$0.69
International Dues	\$0.25	\$0.25	\$0.25	\$0.25
Admin. Dues on Wages	3.5%	3.5%	3.5%	3.5%
International PAC	\$0.05	\$0.05	\$0.05	\$0.05
DC 21 PAC	\$0.05	\$0.05	\$0.05	\$0.05
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 worked.



Office of
Gregg A. Smith
General
Secretary-Treasurer

410-564-5920
1-800-422-1144
Fax 1-866-656-4125
gstmail@iupat.org

ONE VOICE

Representing
Protective and Decorative
Coatings Applicators •
Wallcoverers • Drywall Finishers
• Painters • Decorators • Scenic
Artists • Designers • Civil Service
Workers • Shipyard Workers •
Maintenance Workers • Building
Cleaners • Metal Polishers
• Metalzers • Public Employees
• Clerical Workers • Professional
Employees • Security Guards
• Safety Engineers • Bridge
Painters • Riggers • Tank Painters,
Marine Painters • Containment
Workers • Waterblasters •
Vacuum Cleaners • Sign
Painters • Sign and Display
Workers • Bill Posters • Convention
and Show Decorators and
Builders • Paint Makers •
Glaziers • Architectural Metal
and Glass Workers • Sandblasters
• Lead Abatement Workers •
Flooring and Decorative
Coverings Workers • Journeymen
and Apprentice Commercial,
Industrial, Highway, Residential
Construction Workers

ONE AGENDA

7234 Parkway Drive
Hanover, MD
21076

Organizing Since 1887



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES AFL-CIO

MEMORANDUM

To: All Business Manager/Secretary-Treasurers

From: Gregg A. Smith
General Secretary-Treasurer

Date: October 7, 2024

Subject: 2025-2028 Per Capita Tax & Admin Dues

Per GEB Resolution No. 11 passed at the IUPAT 33rd General Convention, under Section 17 of the IUPAT Constitution, the per capita tax (PCT) for the period January 1, 2025 through December 31, 2027 will remain \$31.10 per month with a \$2.00 death benefit payment, and effective January 1, 2028 through December 31, 2029 the PCT will be set at \$6.00 per month with a \$2.00 death benefit payment.

International administrative dues shall be paid in the following amounts:

- Effective January 1, 2025, \$0.25 for every hour worked
- Effective January 1, 2026, \$0.35 for every hour worked
- Effective January 1, 2027, \$0.45 for every hour worked
- Effective January 1, 2028, \$0.55 for every hour worked

This notification should be distributed to all local union officers in your district council. *Please make certain that wage sheets are updated accordingly and contractors are notified of these changes.*

Should you have any questions regarding this matter, please contact Chief Financial Officer (CFO) Ron Knies at 410-564-5931, or via email at rknies@iupat.org.

cc: GEB
IUPAT Executive Staff
IUPAT Field Staff

kins@iupat.org
E: 410-564-5931 Per Capita Tax - 2025



2025 PCT Notice.pdf
494K

Re: IUPAT DC 21 Admin Dues

From: bocefuss@aol.com (bocefuss@aol.com)
 To: mmilz@spearwilderman.com
 Cc: bsnyder@dc21.com; mlaughlin@dc21.com; frankmetrglass@aol.com; ian@josloffglass.com; steve@goldbergglass.com; alan@clearviewnj.com; brian@18glassco.com; mdietrich@dc21.com
 Bcc: tdarkangelo@finishingcontractors.org
 Date: Thursday, January 2, 2025 at 02:12 PM EST

Marty,

I am in receipt of your letter and e mail from New Years Day. Sorry you had to spend time off on a holiday on this matter. Yes, I understand Article 4 of the CBA covers Administrative Dues. As such, it clearly sets forward the obligations of both the Union and the Employer. To date the obligation of the Union as required by Article 4.1 (A) has not been fulfilled. I requested such documentation in the first paragraph of my New Years Day morning memo to Matt. He has not sent the documentation and it was not attached to your correspondence. I have attached a highlighted copy of Article 4.

Article 4.1 (A) speaks of "a copy of the bylaws or the applicable bylaw provision" but I would think a copy of let's say maybe a memo from the IUPAT to the DC BM/ST regarding the new dues structure might suffice. I will leave that to you.

The proposed revised rate sheets sent to me at 10 AM on December 31, 2024 reflect a dues increase of \$.15 and a PAC contribution decrease of \$.05, for a net increase of deductions from net pay of \$.10. Can you provide a legal opinion that the reduction in the PAC funding is, in this case, also covered by Article 4?

Given the fact this can all be squared away as noted above, if we understand the December 31st memo this is to be effective January 1. It will take some time for contractor employers to adjust their payroll systems. Earlier notice, say sometime during the last three or four months would have been helpful. Accordingly can the effective date be moved forward to February 1? When a raise is the issue many times it is granted retroactive with a catch up provision. A catch up on a raise is no real problem. A catch up on deductions I think is problematic, perhaps not legal but that is your area to opine on.

As Matt said in his initial memo, none of this is increasing the package or wages to the employers. However the employers want to make sure they are in compliance with various federal and state law and their glazier employees, your union members, are not upset by increased deductions from their take home pay, especially in these inflationary times.

Bernie

BERNARD R. GINGRAS, CPA
Executive Director
N J GLASS & METAL CONTRACTORS ASSOC.
 65 Harristown Road, Suite 102
 Glen Rock, NJ 07452
 dd 201-882-1181
 ph 201-612-0015, ext 201
 fax 201-612-4669
 mobile 201-247-6094,

www.njglassandmetal.org

info@njglassandmetal.org


On Wednesday, January 1, 2025 at 05:43:37 PM EST, Martin W. Milz <mmilz@spearwilderman.com> wrote:

Mr. Gingras: please see the attached correspondence concerning IUPAT administrative dues.

-Marty

Martin W. Milz
 Spear Wilderman, P.C.
 230 South Broad Street, Suite 1650
 Philadelphia, PA 19102
 Phone: 215-732-0101
 Fax: 215-732-7790
MMilz@spearwilderman.com

CONFIDENTIALITY NOTICE: This e-mail transmission and the attachments accompanying it may contain confidential information from the law firm of Spear Wilderman, P.C. which is protected by the attorney-client privilege or the work product privilege. The information is intended only for the use of the intended recipient. If you are not the intended recipient, any disclosure, copying, distribution or the taking of any action in reliance on the contents of this information is strictly prohibited. Any unauthorized interception of this transmission is illegal. If you have received this transmission in error, please promptly notify the sender by reply e-mail, and then destroy all copies of the transmission.

 CBA Art 4.pdf
 354.3kB

LAW OFFICES

SPEAR WILDERMAN

A Professional Corporation

SUITE 1650, 230 SOUTH BROAD STREET, PHILADELPHIA, PA 19102
TEL (215) 732-0101 FAX (215) 732-7790

SAMUEL L. SPEAR
JAMES F. RUNCKEL
CHARLES T. JOYCE*
MARTIN W. MILZ*
SUSAN A. MURRAY◇
NICHOLAS J. BOTTA*
F. TIGHE BURNS*
CHRISTOPHER R. STOCKTON*
VLAD K. KACHKA**
AKEEM J. PARSONS
SARAH TARCZEWSKI
COLLIN C. CLIBON◇◇
ALYSSA B. BARRETT*
SAMUEL E. SHOPP
LAINA T. GOLDWIN



January 1, 2025

NJ OFFICE
1040 N. KINGS HIGHWAY
SUITE 202
CHERRY HILL, NJ 08034
(856) 482-8799

BRUCE E. ENDY
RETIRED, 2017

IRA SILVERSTEIN
NEAL GOLDSTEIN*
JAMES KATZ*
WENDY CHIERICI*
WARREN J. BORISH*
OF COUNSEL

LEONARD SPEAR
1923 - 2003

LOUIS H. WILDERMAN
1909 - 1993

PA BAR EXCEPT:

† NJ BAR

* PA & NJ BAR

◇ PA, NJ & DC BAR

** PA, NJ & NY BAR

◇◇PA, NJ & MD BAR

Bernard R. Gingras, Executive Director
NJ GLASS & METAL CONTRACTORS ASSOC.
65 Harristown Road, Suite 102
Glen Rock, NJ 07452

RE: IUPAT DC 21 Dues Changes

Mr. Gingras:

As you may know, this office is counsel to IUPAT District Council 21. I have been asked to respond to the email you sent this morning concerning the updates to the Union's administrative dues structure.

The dues paid by union members are never a negotiable issue to be decided at the bargaining table between the employer and union, they are strictly an internal matter among the union's membership. Dues are set and voted upon by union members to be enshrined within local bylaws or their international association's constitution. The administrative dues in this instance were approved by vote of the delegates at the 33rd IUPAT International General Convention held this past August and are required of all members of the IUPAT by the Union's Constitution.

An employer's responsibility as to the payment of dues begins and ends with a negotiated dues check-off provision. That provision appears in Article IV of DC 21's agreement with the New Jersey Glass and Metal Contractor's Association and plainly evidences the employers' responsibility to forward administrative dues to the Union.

Your citation to Section 9.6 of the CBA, which enumerates contributions and deductions, does not alter the employers' agreement to deduct dues as directed by the Union. Indeed, that section explicitly states that the employer "shall" act according to the Union's instruction regarding dues deduction:

In all instances, notwithstanding any other provision in the Agreement, the Employer shall cause the wage and/or fringe benefit rates set forth above to be modified in accordance with the instruction and effective dates of such changes that it receives from the Union. In addition, the Employer shall comply, at all times, with any instruction it may receive from the Union concerning changes in the amount(s) of dues or assessments, PAC contributions, and/or any other contribution or assessment that is, or may be, deducted by the Employer from the net wages of the employee and transmitted to the Union under provisions set forth in this Agreement in accordance with Union rules and regulations.

Finally, while you are generally correct that dues may only be deducted according to an employee's signed authorization, changes to the dues structure or amounts do not necessitate a new authorization to supplant the authorization already in place. Those authorization cards are not itemized, but simply provide the members' authority for the employer to deduct amounts as directed by the Union.

In sum, there is nothing to negotiate here and no cost to the employers of your Association. The changes to administrative dues are to be deducted from employee post-tax wages and forwarded to the Union. No further steps are required to initiate this action aside from the Union's notification of what to deduct, as outlined in the rate sheets that have been provided.

If you have further questions on this straightforward matter, I would be happy to discuss them.

Very truly yours,
SPEAR WILDERMAN, P.C.



BY: Martin W. Milz

CC: Bernie Snyder, BMST
Mike Laughlin, President

composite crew, the Employer shall receive work rule considerations in order to compensate for increased labor costs. In case of composite crews, Glaziers will permit other trades who are members of the composite crew to perform all required work on the job. However, the setting of glass shall be the exclusive right of the Glazier.

2.4 The forgoing is not all-inclusive and may be enlarged or otherwise changed by the action of the General Executive Board in a manner not inconsistent with the express provisions of the Constitution provided, however, that any changes are approved by the association.

ARTICLE 3 UNION SECURITY

3.1 All present employees who are members of the Union on the effective date of this agreement or on the date of execution of this agreement, whichever is the later, shall remain members of the Union in good standing as a condition of employment. All present employees who are not members of the Union and all employees who are hired hereafter shall become and shall remain members in good standing of the union as a condition of employment on/or after the eighth (8th) day following the beginning of their employment, on and after the eighth (8th) day following the effective date of this agreement or on the date of execution of this agreement, whichever is later.

ARTICLE 4 ADMINISTRATIVE DUES

4.1 Every Employer signatory to this agreement hereby agrees to check-off from wages of any employee employed by such employer during the term of this agreement, administrative dues in the amount specified in the Union's bylaws and to remit said amount to the Union in the following manner:

- (A) The Union will notify the Employer in writing of the amount of administrative dues specified in the bylaws and will submit to the Employer a copy of the bylaws or the applicable bylaw provision.
- (B) For each payroll period, the Employer will deduct from the wages of each employee the amount specified in the bylaws based on the gross wages earned during said payroll period and will accumulate said deductions to the end of the month. The Employer will remit said deductions to District Council 21 on or before the forty-fifth (45th) day following the last day of the month worked.
- (C) When a member of another District Council or Local Union works for his/her home Employer within the jurisdiction of District Council 21, the Employer will deduct from the employee(s), from the other District Council or Local Union, the amount specified in the bylaws of District Council 21 based on the gross wages earned during said payroll period and accumulate said deductions to the end of the month. The Employer will remit said deductions to District Council 21 on or before the forty-fifth (45th) day following the last day of the month worked.