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MEMBERS

- Access Architectural Glass & Aluminum
- All Action Architectural Metal & Glass
- Boss Glass Company, Inc.
- Bumpers Glass Works
- City/Newark Glass Company
- Clear View Architectural Metal & Glass, Inc.
- Clifton Architectural Glass & Metal
- County Glass & Metal Installers, Inc.
- Eighteen Glass Co., Inc.
- General Glass & Metal LLC
- Glass Services, Inc.
- Glass Unlimited
- Goldberg Glass Company
- Highland Park Glass Company
- Josloff Glass Company
- Kosson & Sons Glass Company
- Metro Glass, Inc.
- Monarch Glass & Metal Designs, Inc.
- NCF Glazing & Erecting, Inc.
- Penta Glass Industries, Inc.
- Pioneer Glass Corporation
- Smith Glass & Metal Company, LLC
- Snow's Glass & Mirror Corp.
- Thompson Glass & Mirror, Inc.
- Trainor Glass Company
- Union County Plate Glass Company
- Village Glass & Metal Contractors
- Young's Glass Services, Inc.

DIRECTORS

- Kevin Schloerb, President
- Charlie Komoroski, III., Vice-President
- Al Reynolds, Treasurer
- Frank Miller, III, Secretary
- Lawrence Josloff, Director
- Vincent Fiorito, Director
- Alan Oake, Director

EXECUTIVE DIRECTOR

- Bernard R. Gingras, CPA
- Member,
Finishing Contractors Association (FCA)
- An OSHA Alliance Organization

To: Contractor Members

From: Bernie Gingras

Re: CBA Amendments - Final

Date: August 7, 2008

Enclosed please find your copy set of the amendments to the CBA as well as the current rate sheets for glaziers and glazier apprentices. These amendments are effective August 1, 2008, with early adoption to May 1st an option. More on that in a moment.

At this time you need to do two things. If you have not already adopted the rate sheets such as those attached, which have been initialed by both Bill Candelori and myself you should do so immediately. Second is that the last page of the contract amendments is a "Individual Employer Signature Page." You should sign and date this page and send a copy of it to DC711. As you can see, all pages of this final amendment have been initialed by Bill and myself and the both of us have "signed off" for our respective organizations. It is now your part as a glazier employer to sign and send the "Individual Employer Signature Page" to the union.

With respect to the effective date, these amendments are effective August 1, 2008. However, many of the employers have been paying wages and benefits in accordance with the union's rate sheets. For those employers, they may adopt the May 1, 2008 date, which should mean that you owe nothing more to your men and nothing to the benefit funds. With respect to those that have been paying according to the original collective bargaining agreement, you may adopt the August 1st date which means that you will owe nothing to your men, do not have to dock any money, and will not be billed for additional benefit amounts from May 1st to July 31st by the fund administrators. It is our hope that with this flexibility it will cut down on recalculating wages and benefits for the months of May, June, and July. Effective August 1st everyone will be on the same page.

As a "heads up," we'd like to let you know that we've invited union representatives to our November 25, 2008 general membership meeting to conduct an information session on a proposed job targeting fund, a new drug-free and alcohol-free workplace program and to update all on the Stars Program. Prior to that meeting we will poll our members to gather questions and concerns regarding these issues that we can share with the union so that they can tailor their presentation to provide information that our members need. We look forward to working with you and them on these issues.

If you have any questions regarding any of the enclosed please feel free to give me a call. As always, thank you for your support.

BRG:ss

Enclosures

CC: William Candelori (via fax - 609-653-0795)

Vaccaro Associates (via fax - 609-748-2856)

Donald Morrice (w/ enclosure)

Amelia Townsend, FCA (w/ enclosure)

Richard Conly, AGMA (w/ enclosure)