



# NJ GLASS & METAL CONTRACTORS ASSOC.

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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  
Clearview 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.  
Trainer Glass Company  
Union County Plate Glass Company  
Village Glass & Metal Contractors  
Young's Glass Service Inc.

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## EXECUTIVE DIRECTOR

Bernard R. Gingras, CPA

Member,  
Finishing Contractors Association (FCA)

An OSHA Alliance Organization

## Memo

**To:** Contractor Members  
**From:** Bernie Gingras  
**Re:** DC711 CBA  
**Date:** October 4, 2006

Attached is a copy of the final, executed copy of the contract between DC711 and our association beginning May 1, 2006 until April 30, 2011. Please read the attached so that you'll be familiar with its provisions, as many have changed from the prior contract. Some of the items that the negotiating committee believes you should be aware of are listed below:

1. The rate sheets are identical to those that were distributed to our membership last Tuesday (9/26/06) at our meeting. The new rates, which include paying of the following three (3) benefit funds based on a percentage of the gross wages: Health and Welfare, Annuity, and DC711 Education and Training.

2. The manner in which these three funds will be paid are effective as of September 1, 2006. All of the previous payments, from May 1, 2006 to August 31, 2006 will be based on a fixed amount, which is how you should have been paying them.

3. We now have up to forty five (45) days after the last day of the month in which the benefits are due, to mail in our benefit contributions. So that the funds for the month of September will need to be postmarked no later than October 15<sup>th</sup> (see article 10.5 on page 12 of the contract).

4. Height and/or welding pay will now be paid based on the **total package** of \$1.00 (see article 8.6 & 8.7). That means that of the \$1.00 additional monies \$.75 will be put in the employee's pay and \$.25 will be paid to the fringe benefit funds (\$.145 to H&W, \$.015 to Education and training and \$.09 to Annuity).

The contract is signed on behalf of the association by myself and for the union by Patrick Brennan on page 22. Each page of the contract and the schedules is initialed by both myself and Patrick. Page 23 of the contract, of which we've supplied two copies, is set up to be signed by a representative of your company and returned to the union. This is in accordance with our association's constitution.

This contract negotiation has been a long and arduous process. The six members of our negotiating committee did all the "heavy lifting" for the entire association. Their efforts should be acknowledged.

*Be well!*

BRG:ss  
Enclosures

A handwritten signature in black ink, appearing to be the initials 'BRG' with a stylized flourish.