



INTERNATIONAL  
UNION OF

**PAINTERS  
& ALLIED  
TRADES**

**DISTRICT  
COUNCIL  
21**

FRANCIS MCLAUGHLIN  
BUSINESS MANAGER  
SECRETARY-TREASURER



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



AFFILIATED WITH

PHILADELPHIA,  
NORTHEASTERN  
PENNSYLVANIA,  
CENTRAL 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



## **DISTRICT COUNCIL 21 LU 1009** **GLAZIERS**

**RATE EFFECTIVE 5/01/2023 through 4/30/2024**

### **JOURNEYMAN RATE**

Wages	\$50.53 per hour
Health & Welfare	\$12.50 per hour
IU Pension	\$ 9.31 per hour
IU Annuity 12% Total Gross Wages	\$ 6.06 per hour (Example Only)
DC FTI	\$ 1.52 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	\$ 0.25 per hour
Fringe Benefits =	\$30.14 per hour
Total Package =	\$80.67 per hour

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### **Deductions from Wages**

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$1.05 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ 0.10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.05 per hour
Organizing Fund	\$0.11 per hour

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## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/01/2023 through 4/30/2024

### MECHANIC RATE (80% of Journeyman Rate)

Wages	\$40.47 per hour
Health & Welfare	\$12.50 per hour
IU Pension	\$ 9.31 per hour
IU Annuity	\$ 1.34 per hour
DC FTI	\$ 0.22 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	\$ 0.20 per hour
Fringe Benefits =	\$24.07 per hour
Total Package =	\$64.54 per hour

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#### Deductions from Wages

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$0.84 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ 0.10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.05 per hour
Organizing Fund	\$0.11 per hour

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## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/1/2023 through 4/30/2024

### Fabricator / Service Mechanic (Grandfathered) Rate

Wages	\$34.23 per hour
Health & Welfare	\$10.00 per hour
IU Pension	\$ 7.76 per hour
IU Annuity	\$ 0.53 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.20 per hour
Pinpointing	\$ 0.17 per hour
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Fringe Benefits =	\$19.01 per hour
Total Package =	\$53.24 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.66 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.05 per hour
Organizing Fund	\$0.11 per hour

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## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/1/2023 through 4/30/2024

Fabricator / Service Mechanic (New) Rate

Wages	\$25.06 per hour
Health & Welfare	\$10.00 per hour
IU Pension	\$ 4.03 per hour
IU Annuity	\$ 0.57 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.20 per hour
Pinpointing	\$ 0.13 per hour
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Fringe Benefits =	\$15.28 per hour
Total Package =	\$40.34 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.53 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.05 per hour
Organizing Fund	\$0.11 per hour

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RATE EFFECTIVE 5/1/2023 through 4/30/2024

### Industrial / Glassworker Rate

Wages	\$19.57 per hour
Health & Welfare	\$ 4.50 per hour
IU Pension	\$ 3.76 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	\$ 0.05 per hour

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Fringe Benefits =	\$ 8.66 per hour
Total Package =	\$28.23 per hour

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### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.30 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.05 per hour
Organizing Fund	\$0.11 per hour

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**DISTRICT COUNCIL 21 LU 1009**  
**GLAZIERS**

**RATES EFFECTIVE 5/1/2023 through 4/30/2024**



	Journeyman	Leadman	Foreman	Gen. Foreman
Wages	\$50.53 per hr	\$52.53 per hr	\$54.53 per hr	\$56.53 per hr
Health & Welfare	\$12.50 per hr	\$12.50 per hr	\$12.50 per hr	\$12.50 per hr
IU Pension	\$ 9.31 per hr	\$ 9.31 per hr	\$ 9.31 per hr	\$ 9.31 per hr
IU Annuity 12%				
Total Gross Wages	\$ 6.06 per hr	\$ 6.30 per hr	\$ 6.54 per hr	\$ 6.78 per hr
DC FTI	\$ 1.52 per hr	\$ 1.52 per hr	\$ 1.52 per hr	\$ 1.52 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	\$ 0.25 per hr	\$ 0.25 per hr	\$ 0.25 per hr	\$ 0.25 per hr
Fringe Benefits =	\$30.14 per hr	\$30.38 per hr	\$30.62 per hr	\$30.86 per hr
Total Package =	\$80.67 per hr	\$82.91 per hr	\$85.15 per hr	\$87.39 per hr

**Deductions from Wages**

Administrative Dues Check-off	3.5 % X Gross Wages
Administrative Dues on Fringes:	
Journeyman	\$1.05 per hour
Leadman	\$1.06 per hour
Foreman	\$1.07 per hour
General Foreman	\$1.08 per hour
IU Administrative Dues	\$0.10 per hour
PAC Fund	\$ .10 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.05 per hour
Organizing Fund	\$0.11 per hour

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<div>  <div> <b>Finishing Trades Institute / District Council 21</b>  <b>Glaziers Local Union 1009</b> </div>  </div>					
<b>Apprentice Wage Package</b>					
<b>2023-2024</b>		<b>Non-Grandfathered</b>			
		<u>1st Term</u>	<u>2nd Term</u>	<u>3rd Term</u>	<u>4th Term</u>
<b>Apprentice Wages by %</b>		\$23.24	\$27.79	\$30.82	\$35.37
		46%	55%	61%	70%
<b>Fringe Benefits:</b>					
	Health & Welfare	\$8.50	\$8.50	\$10.25	\$10.25
	IUPAT Pension **	\$1.05	\$2.21	\$3.25	\$4.22
	Annuity Fund **	\$0.50	\$1.50	\$2.00	\$2.50
	DC 21 Apprentice Fund	\$1.10	\$1.12	\$1.13	\$1.15
	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	\$0.05	\$0.05	\$0.05	\$0.05
	<b>Total Fringe Benefits</b>	<b>\$11.70</b>	<b>\$13.88</b>	<b>\$17.18</b>	<b>\$18.67</b>
<b>Total Wage &amp; Fringe Package</b>		<b>\$34.94</b>	<b>\$41.67</b>	<b>\$48.00</b>	<b>\$54.04</b>
<b>Employee Deductions:</b>					
	Vacation Fund	\$1.00	\$1.00	\$1.00	\$1.00
	Admin. Dues on Fringes**	\$0.41	\$0.48	\$0.60	\$0.65
	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	\$0.05	\$0.05	\$0.05	\$0.05
	Organizing Fund	\$0.11	\$0.11	\$0.11	\$0.11
<p>In subsequent years of this contract, apprentices will be given health and welfare, pension and annuity increase as required by contract.</p>					
<p>**Admin. Dues on fringes is 3.5% of total fringe benefits only.</p>					
<p>**Pension, Annuity and Admin. Dues on Fringes are X # of hours paid.</p>					



Finishing Trades Institute/District Council 21  
Glaziers Local Union 1009  
*Grandfathered*  
Apprentice Wage Package  
2023-2024



	First Term		Second Term		Third Term		Fourth Term	
	50%	55%	60%	65%	70%	75%	80%	90%
<b>Wage</b>	\$25.27	\$27.79	\$30.31	\$32.84	\$35.37	\$37.90	\$40.42	\$45.48
<b>Fringe Benefits</b>								
Health & Welfare	\$8.50	\$8.50	\$8.50	\$8.50	\$10.25	\$10.25	\$10.25	\$10.25
IUPAT Pension	\$0.00	\$0.00	\$1.17	\$1.17	\$2.20	\$2.20	\$3.17	\$3.17
Annuity	\$0.00	\$0.00	\$1.50	\$1.50	\$2.00	\$2.00	\$2.50	\$2.50
DC21 Apprentice Fund	\$1.11	\$1.11	\$1.13	\$1.13	\$1.15	\$1.15	\$1.17	\$1.17
National Apprentice Fund IU IFTI	\$0.10	\$0.10	\$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	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$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	\$0.05	\$0.05
Stars Program	\$0.10	\$0.10	\$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	\$0.05	\$0.05
<b>Total Fringe Benefits</b>	\$10.16	\$10.16	\$12.85	\$12.85	\$16.15	\$16.15	\$17.64	\$17.64
<b>Total Wage and Fringe Benefits</b>	\$35.43	\$37.95	\$43.16	\$45.69	\$51.52	\$54.05	\$58.06	\$63.12
<b>Employee Deductions</b>								
Vacation Fund	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Admin. Dues on Fringes**	\$0.35	\$0.35	\$0.45	\$0.45	\$0.56	\$0.56	\$0.61	\$0.61
International Dues	\$0.10	\$0.10	\$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%	3.5%	3.5%
International PAC	\$0.05	\$0.05	\$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	\$0.10	\$0.10
Benevolent Fund	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Organizing Fund	\$0.11	\$0.11	\$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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