



65 HARRISTOWN ROAD, SUITE 102, GLEN ROCK, NJ 07452
PHONE: (201) 612-0015 FAX: (201) 612-4669 NJGLASSANDMETAL.ORG

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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
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Bernard R. Gingras, CPA

AFFILIATIONS

Member,
Finishing Contractors Association (FCA)

U.S. Green Building Council (USGBC)

An OSHA Alliance Organization

Memo (via Fax and Email)

To: Contractor Members
From: Bernie Gingras
Re: Wage Rate Sheets Effective May 1, 2019
Date: April 24, 2019

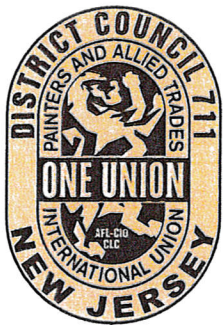
Attached are the wage rate sheets reflecting a \$2.00 increase to the package for a Journeyman Glazier effective May 1, 2019, the final year of our current three-year CBA. Essentially all wage increases work off the Journeyman rate. These wage rate sheets are for the period May 1, 2019 to April 30, 2020. Shortly you should be receiving revised contribution sheets from the Union.

These wage rates are effective May 1, 2019. The contract indicates that you would have a thirty-day period in order to effectuate the changes to your payroll system. However, any changes are retroactive back to May 1.

We call your attention to Article 22.7, which requires that you make an annual payment of \$50 to the Joint Trade Board. Also, we take this opportunity to call your attention to Article 1.5, which requires contractors register 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 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
Enclosures
cc: V. Lane (w/o enclosures)
T. Hoffmann (w/o enclosures)
B. Cooke (w/o enclosures)
Web Page



Main Office

26 East Fleming Pike
Hammonton, NJ 08037
Phone: (609) 653-4433
Fax: (609) 653-0795

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 5/01/2019 through 4/30/2020

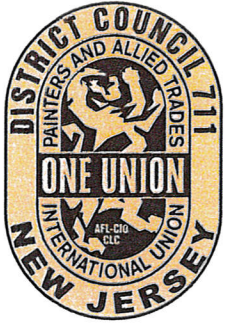
JOURNEYMAN RATE

Wages	\$ 45.60 per hour
Health & Welfare	\$ 11.50 per hour
IU Pension	\$ 8.10 per hour
IU Annuity 12% Total Gross Wages	\$ 5.47 per hour (Example Only)
DC FTI	\$ 1.00 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 =	\$ 72.17 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

6/15
TCH



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GLAZIERS

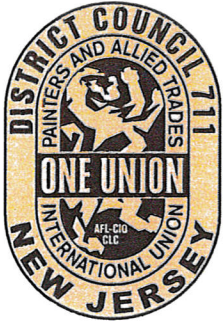
RATES EFFECTIVE 5/1/2019 through 4/30/2020

	Journeyman	Leadman	Foreman	Gen. Foreman
Wages	\$ 45.60 per hour	\$ 47.38 per hour	\$ 49.17 per hour	\$ 50.96 per hour
Health & Welfare	\$ 11.50 per hour	\$ 11.50 per hour	\$ 11.50 per hour	\$ 11.50 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	\$ 5.47 per hour	\$ 5.69 per hour	\$ 5.90 per hour	\$ 6.11 per hour
DC FTI	\$ 1.00 per hour	\$ 1.00 per hour	\$ 1.00 per hour	\$ 1.00 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 =	\$ 72.17 per hour	\$ 74.17 per hour	\$ 76.17 per hour	\$ 78.17 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

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GLAZIERS

RATE EFFECTIVE 5/1/2019 through 4/30/2020

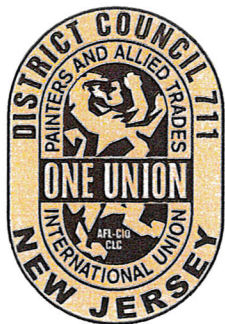
Fabricator/Service Mechanic (Grandfathered) Rate

Wages	\$ 30.26 per hour
Health & Welfare	\$ 9.00 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 =	\$ 46.82 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

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GLAZIERS

RATE EFFECTIVE 5/1/2019 through 4/30/2020

Fabricator/Service Mechanic (New) Rate

Wages	\$ 22.11 per hour
Health & Welfare	\$ 9.00 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 =	\$ 35.34 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

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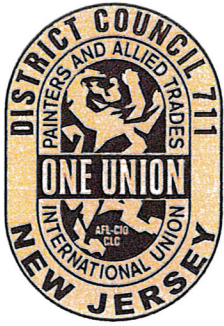
Industrial Worker Rate

Wages	\$ 17.48 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 =	\$ 25.17 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

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GLAZIERS

RATES EFFECTIVE 5/1/19 through 4/30/2020

Fabricator/Service Mechanic (Grandfathered) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF	
\$30.26	\$6.75	\$0.46	\$9.00	\$0.10	\$0.10	\$0.15	
							Package Rate \$35.34

Fabricator/Service Mechanic (New) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF	
\$22.11	\$3.38	\$0.50	\$8.75	\$0.10	\$0.10	\$0.15	
							Package Rate \$35.34

Industrial Worker Rate

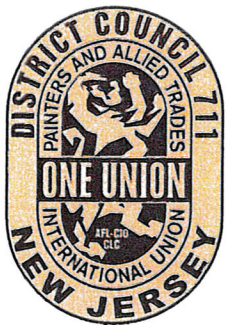
Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF	
\$17.48	\$3.14	\$0.00	\$4.20	\$0.10	\$0.10	\$0.15	
							Package Rate \$25.17

Deductions from Wages

Administration Dues Check-off
PAC
Vacation Fund

5% of Total Gross Wage
\$0.10 per hour
\$1.00 per hour

B. H.
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GLAZIER APPRENTICE RATES & BENEFITS EFFECTIVE MAY 1, 2019 THROUGH APRIL 30, 2020

1 ST YEAR	50%	55%
WAGE	\$22.80	\$25.08
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	\$32.30	\$34.58

2 ND YEAR	60%	65%
WAGE	\$27.36	\$29.64
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	\$39.47	\$41.75

3 RD YEAR	70%	75%
WAGE	\$31.92	\$34.20
H&W	\$ 8.00	\$ 8.00
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	\$45.52	\$47.80

4 TH YEAR	80%	90%
WAGE	\$36.48	\$41.04
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	\$53.50	\$58.06

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

Dues Check-Off	5% of Gross Wages
Vacation	\$1.00 Per Hour
PAC	\$0.10 Per Hour

Bill TC.H.