



NJ GLASS & METAL CONTRACTORS ASSOC.

333 FAIRFIELD ROAD, FAIRFIELD, NJ 07004
PHONE: (973) 227-8100 FAX: (973) 227-4968 NJGLASSANDMETAL.ORG

MEMBERS

- A-Aztec Glass Company, LLC
- Access Architectural Glass & Aluminum
- All Action Architectural Metal & Glass
- Boss Glass Company
- 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
- Goldberg Glass Company
- Josloff Glass Company
- Kosson Glass Co., Inc.
- Metro Glass, Inc.
- NCF Glazing & Erecting, Inc.
- Ocean County Glass & Metal, LLC
- Penta Glass Industries, Inc.
- Smith Glass & Metal Company, LLC
- Snow's Glass & Mirror Corp.
- Thompson Glass & Mirror, Inc.
- Trainor Glass Company
- Union County Plate Glass Company

Memo, 3 pages

To: Contractor Members

From: Bernie Gingras

Re: Corrected Revised Rate Sheets Effective 11/1/11

Date: November 15, 2011

DIRECTORS

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

EXECUTIVE DIRECTOR

Bernard R. Gingras, CPA

AFFILIATIONS

Member,
National Finishing Contractors Association
(FCA)

U.S. Green Building Council (USGBC)

An OSHA Alliance Organization

We have been requested by the Union to distribute a corrected rate sheet pertaining to the second and third year apprentice rates of the old three-year program. We are told that this affects approximately 22 apprentice employees. The changes became necessary after a review of the pension contribution amounts by the Union's National Pension Office.

BRG:ji
 Enclosure
 Cc via email:
 H. Harchetts
 V. Lane
 FCA
 Web Page

INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC FINISHING TRADES INSTITUTE OF NEW JERSEY



Administrative Office
9B Fadem Road
Springfield, NJ 07081
Phone: (973) 258-1607
Fax: (973) 258-1609

ONE VOICE

Representing Working
Family Issues:

- Painters
- Commercial
- Industrial
- Bridge

• Wall Paper Hangers

• Drywall Finishers

• Glaziers

• Architectural Metal & Glass
Workers

• Sign & Display Workers and
Trade Show Decorators

• Paint Makers

ONE AGENDA

Affiliated with the
State of NJ Building
and Construction Trades
Council and NJ State
AFL-CIO



Glazier Apprentice Rates & Benefits

1 st Year Apprentice Rates 11/1/2011-4/30/2012	30%	40%	50%
Wages	\$12.72	\$16.91	\$21.10
Health % Welfare (13%)	\$5.21	\$5.21	\$5.21
IU Annuity	\$0.00	\$0.00	\$0.00
DC FTI	\$0.65	\$0.65	\$0.65
IU Pension	\$0.00	\$0.00	\$0.00
LMCI	\$0.10	\$0.10	\$0.10
N-FTI	\$0.10	\$0.10	\$0.10
STARS	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15
Total Package	\$19.03	\$23.22	\$27.41

2 nd Year Apprentice Rates 11/1/2011-4/30/2012	60%	70%	75%
Wages	\$25.11	\$29.30	\$30.82
Health % Welfare (14%)	\$5.62	\$5.62	\$5.62
IU Annuity (4%)	\$1.60	\$1.60	\$1.60
DC FTI	\$0.65	\$0.65	\$0.65
IU Pension	\$0.68	\$0.68	\$0.68
LMCI	\$0.10	\$0.10	\$0.10
N-FTI	\$0.10	\$0.10	\$0.10
STARS	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15
Total Package	\$34.11	\$38.30	\$39.82

3 rd Year Apprentice Rates 11/1/2011-4/30/2012	80%	85%	90%
Wages	\$33.34	\$35.44	\$37.53
Health % Welfare (14%)	\$5.62	\$5.62	\$5.62
IU Annuity (8%)	\$3.21	\$3.21	\$3.21
DC FTI	\$0.65	\$0.65	\$0.65
IU Pension	\$1.35	\$1.35	\$1.35
LMCI	\$0.10	\$0.10	\$0.10
N-FTI	\$0.10	\$0.10	\$0.10
STARS	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15
Total Package	\$44.62	\$46.72	\$48.81

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

Dues Check-off 5% of gross wages
Vacation \$1.00 per hour
PAC \$0.10 per hour

* Revised 11/15/2011
G.H.
L.M.

INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO, CLC

FINISHING TRADES INSTITUTE OF NEW JERSEY

Glazier Apprentices Rates & Benefits

1 st Year Apprentices Rates 11/1/2011-4/30/2012	30%	40%	50%
Wages	\$12.72	\$16.91	\$21.10
Health % Welfare (13%)	\$5.21	\$5.21	\$5.21
IU Annuity	\$0.00	\$0.00	\$0.00
DC FTI	\$0.65	\$0.65	\$0.65
IU Pension	\$0.00	\$0.00	\$0.00
LMCI	\$0.10	\$0.10	\$0.10
N-FTI	\$0.10	\$0.10	\$0.10
STARS	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15
Total Package	\$19.03	\$23.22	\$27.41

2 nd Year Apprentices Rates 11/1/2011-4/30/2012	60%	70%	75%
Wages	\$25.29	\$29.48	\$31.00
Health % Welfare (14%)	\$5.62	\$5.62	\$5.62
IU Annuity (4%)	\$1.60	\$1.60	\$1.60
DC FTI	\$0.65	\$0.65	\$0.65
IU Pension	\$0.50	\$0.50	\$0.50
LMCI	\$0.10	\$0.10	\$0.10
N-FTI	\$0.10	\$0.10	\$0.10
STARS	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15
Total Package	\$34.11	\$37.30	\$39.82

3 rd Year Apprentices Rates 11/1/2011-4/30/2012	80%	85%	90%
Wages	\$33.69	\$35.79	\$37.88
Health % Welfare (14%)	\$5.62	\$5.62	\$5.62
IU Annuity (8%)	\$3.21	\$3.21	\$3.21
DC FTI	\$0.65	\$0.65	\$0.65
IU Pension	\$1.00	\$1.00	\$1.00
LMCI	\$0.10	\$0.10	\$0.10
N-FTI	\$0.10	\$0.10	\$0.10
STARS	\$0.10	\$0.10	\$0.10
IAF	\$0.15	\$0.15	\$0.15
Total Package	\$44.62	\$46.72	\$48.81

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

Dues Check-off	5% of gross wages
Vacation	\$1.00 per hour
PAC	\$0.10 per hour

Administrative Office
9B Fadem Road
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ONE VOICE

Training in the Industries of:

- Painting
 - Commercial
 - Industrial
 - Bridge
- Wallcovering
- Drywall Finishing
- Glazing/
Architectural Metal & Glass
- Sign & Display and
Trade Show Decorating

ONE AGENDA

Affiliated with the
State of NJ Building
and Construction Trades
Council and NJ State
AFL-CIO

Revised 11/15/2011

Blk: (signature)



MEMBERS

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Access Architectural Glass & Aluminum
All Action Architectural Metal & Glass
Boss Glass Company
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
Goldberg Glass Company
Josloff Glass Company
Kosson Glass Co., Inc.
Metro Glass, Inc.
NCF Glazing & Erecting, Inc.
Ocean County Glass & Metal, LLC
Penta Glass Industries, Inc.
Smith Glass & Metal Company, LLC
Snow's Glass & Mirror Corp.
Thompson Glass & Mirror, Inc.
Trainer Glass Company
Union County Plate Glass Company

Memo

To: Contractor Members
From: Bernie Gingras
Re: Revised Rate Sheets Effective 11/1/11
Date: October 7, 2011

DIRECTORS

Frank Miller, III, President
Charlie Komoroski, III., Vice-President
Al Reynolds, Treasurer
Kevin Schloerb, Secretary
Lawrence Josloff, Director
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An OSHA Alliance Organization

BRG:jj
Enclosure
Cc/e mail: V. Lane
H. Harchetts
FCA
Web Page

In accordance with our current three year CBA, attached are revised rate sheets effective November 1, 2011. These rate sheets will be in effect for the six months ending April 30, 2012. The revised rate sheets give effect to an increase in the journeyman rate of \$1.29. This amount is then prorated for various other worker categories.

As you recall the CBA contemplates the current apprentice program moving from a three year to a four year program. All apprentices currently enrolled remain in the three year program. New apprentices, as they come on board, will be placed into four year programs. The Union Education Office will inform you as to when new apprentices are to be paid in accordance with the four year program. If you ever have a question on this, call the Union Education Office in Springfield.





DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 11/1/2011 through 4/30/2012

JOURNEYMAN A RATE

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

Representing Working
Family Issues:

- Painters
 - Commercial
 - Industrial
 - Bridge
- Wallcovers
- Drywall Finishers
- Glaziers
- Architectural Metal & Glass Workers
- Sign & Display Workers and Trade Show Decorators
- Paint Makers

Wages	\$ 40.11 per hour
Health & Welfare	\$ 8.25 per hour
IU Pension	\$ 5.40 per hour
IU Annuity 12% Total Gross Wages	\$ 4.81 per hour (Example Only)
DC FTI	\$.65 per hour
LMCI	\$.10 per hour
N-F T I	\$.10 per hour
STARS	\$.10 per hour
IAF	\$.15 per hour
Total Package = \$ 59.67 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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and Construction Trades
Council and NJ State
AFL-CIO**



Handwritten signatures and initials, including 'SAB' and 'WPH'.



DISTRICT COUNCIL 711

GLAZIERS

RATES EFFECTIVE 11/1/2011-4/30/12

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

	Journeyman	Foreman	Gen. Foreman
Wages	\$ 40.11 per hour	\$ 44.11 per hour	\$ 46.11 per hour
Health & Welfare	\$ 8.25 per hour	\$ 8.25 per hour	\$ 8.25 per hour
IU Pension	\$ 5.40 per hour	\$ 5.40 per hour	\$ 5.40 per hour
IU Annuity 12% Gross Wages	\$ 4.81 per hour	\$ 5.30 per hour*	\$ 5.54 per hour*
DC FTI	\$.65 per hour	\$.65 per hour	\$.65 per hour
LMCI	\$.10 per hour	\$.10 per hour	\$.10 per hour
N-FTI	\$.10 per hour	\$.10 per hour	\$.10 per hour
STARS	\$.10 per hour	\$.10 per hour	\$.10 per hour
IAF	\$.15 per hour	\$.15 per hour	\$.15 per hour
Total Package =	\$ 59.67 per hour	\$ 64.16 per hour	\$ 66.40 per hour

Representing Working
Family Issues:

- Painters
 - Commercial
 - Industrial
 - Bridge

• Wallcovers

• Drywall Finishers

• Glaziers

• Architectural Metal & Glass
Workers

• Sign & Display Workers and
Trade Show Decorators

• Paint Makers

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour

*12% plus \$0.01 rounding, example only for base rate

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Handwritten signatures and initials, including 'ALG' and a circled '711'.



DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 11/1/2011 through 4/30/2012

Fabricator/Service Mechanic (Grandfathered) Rate

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

Wages	\$ 26.31 per hour
Health & Welfare	\$ 6.40 per hour
IU Pension	\$ 4.50 per hour
IU Annuity	\$ 1.85 per hour
LMCI	\$.10 per hour
N-F T I	\$.10 per hour
IAF	\$.15 per hour
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Total Package =	\$ 39.41 per hour

Representing Working
Family Issues:

- Painters
 - Commercial
 - Industrial
 - Bridge
- Wallcovers
- Drywall Finishers
- Glaziers
- Architectural Metal & Glass
Workers
- Sign & Display Workers and
Trade Show Decorators
- Paint Makers

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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and Construction Trades
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Handwritten signatures and initials.



DISTRICT COUNCIL 711

GLAZIERS

RATE EFFECTIVE 11/1/2011 through 4/30/2012

Fabricator/Service Mechanic (New) Rate

Wages	\$ 20.06 per hour
Health & Welfare	\$ 6.40 per hour
IU Pension	\$ 2.25 per hour
IU Annuity	\$ 0.80 per hour
LMCI	\$.10 per hour
N-F T I	\$.10 per hour
IAF	\$.15 per hour
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Total Package =	\$ 29.86 per hour

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

Representing Working
Family Issues:

- Painters
- Commercial
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- Bridge

• Wallcovers

• Drywall Finishers

• Glaziers

• Architectural Metal & Glass
Workers

• Sign & Display Workers and
Trade Show Decorators

• Paint Makers

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wages
PAC Fund	\$.10 per hour
Vacation Fund	\$1.00 per hour

Affiliated with the
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and Construction Trades
Council and NJ State
AFL-CIO



SLC

(Handwritten initials)



DISTRICT COUNCIL 711

GLAZIERS

RATES EFFECTIVE 11/1/2011 through 4/30/2012

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

Fabricator/Service Mechanic (Grandfathered) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF
\$26.31	\$4.50	\$1.85	\$6.40	\$0.10	\$0.10	\$0.15
Package Rate						\$39.41

Representing Working Family Issues:

Fabricator/Service Mechanic (New) Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF
\$20.06	\$2.25	\$0.80	\$6.40	\$0.10	\$0.10	\$0.15
Package Rate						\$29.86

- Painters
 - Commercial
 - Industrial
 - Bridge

Industrial Worker Rate

Wage	IU Pension Fund	IU Annuity Fund	Health & Welfare	LMCI	N-FTI	IAF
\$15.51	\$1.88	\$0.00	\$3.25	\$0.10	\$0.10	\$0.15
Package Rate						\$20.99

- Wallcovers
- Drywall Finishers
- Glaziers

• Architectural Metal & Glass Workers

• Sign & Display Workers and Trade Show Decorators

- Paint Makers

Deductions from Wages

Administration Dues Check-off	5% of Total Gross Wage
PAC	\$0.10 per hour
Vacation Fund	\$1.00 per hour

Affiliated with the State of NJ Building and Construction Trades Council and NJ State AFL-CIO



Handwritten signatures and initials.