



# NJ GLASS & METAL CONTRACTORS ASSOC.

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

## MEMBERS

Access Architectural Glass & Aluminum  
All Action Architectural Metal & Glass  
Alpha Glass Systems, LLC  
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  
Thompson Glass & Mirror, Inc.  
Union County Plate Glass Company

## DIRECTORS

Ian Josloff, Vice-President  
Brian Cavanaugh, Secretary  
Alan Oake, Director  
Steve Goldberg, Director  
John Quinones, Director

## EXECUTIVE DIRECTOR

Bernard R. Gingras, CPA

## AFFILIATIONS

Member,  
Finishing Contractors Association (FCA)

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An OSHA Alliance Organization

## Memo (via Email)

**To:** Contractor Members  
**From:** Bernie Gingras  
**Re:** Wage Rate Sheets Effective May 1, 2025  
**Date:** April 28, 2025

Attached are the wage rate sheets reflecting a \$2.50 increase to the package for a Journeyman Glazier effective May 1, 2025, the third and 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, 2025 to April 30, 2026. Shortly you should be receiving revised contribution sheets from the Union.

These wage rates are effective May 1, 2025. 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 22.8, 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.

May 1, 2025, marks the beginning of the third year of wage package allocations to the Job Targeting (Pinpointing) Fund as per our current CBA. This is a jointly trustee, labor/management, fund and is currently gaining enough funding to go live, probably sometime later this year. Prior to that contractors will be contacted and afforded the opportunity to attend training on how the fund will operate and how contractors can apply for subsidies to help increase market share.

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: M. Laughlin (w/o enclosures)  
A. Galvez (w/o enclosures)  
B. Cooke (w/o enclosures)  
M. Dietrich (w/o enclosures)  
Web Page



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## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/01/2025 through 4/30/2026

### JOURNEYMAN RATE

Wages	\$52.68 per hour
Health & Welfare	\$13.20 per hour
IU Pension	\$ 9.85 per hour
IU Annuity 12% Total Gross Wages	\$ 6.32 per hour (Example Only)
DC FTI	\$ 1.82 per hour
DC LMF	\$ 0.05 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
STARS	\$ 0.15 per hour
IAF	\$ 0.15 per hour
Pinpointing	\$ 1.25 per hour
Fringe Benefits =	\$32.99 per hour
Total Package =	\$85.67 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$1.15 per hour
IU Administrative Dues	\$0.25 per hour – expires 12/31/25
IU Administrative Dues	\$0.35 per hour – effective 1/1/26
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.20 per hour
Organizing Fund	\$0.11 per hour

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# DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/01/2025 through 4/30/2026

## MECHANIC RATE (80% of Journeyman Rate)

Wages	\$42.14 per hour
Health & Welfare	\$13.20 per hour
IU Pension	\$ 9.85 per hour
IU Annuity	\$ 1.34 per hour
DC FTI	\$ 0.52 per hour
DC LMF	\$ 0.05 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
STARS	\$ 0.15 per hour
IAF	\$ 0.15 per hour
Pinpointing	\$ 0.94 per hour

Fringe Benefits =	\$26.40 per hour
Total Package =	\$68.54 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% x Gross Wages
Administrative Dues on Fringes	\$0.92 per hour
IU Administrative Dues	\$0.25 per hour – expires 12/31/25
IU Administrative Dues	\$0.35 per hour – effective 1/1/26
DC 21 PAC Fund	\$ 0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.20 per hour
Organizing Fund	\$0.11 per hour

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

**RATES EFFECTIVE 5/1/2025 through 4/30/2026**

	Journeyman	Leadman	Foreman	Gen. Foreman
Wages	\$52.68 per hr	\$54.68 per hr	\$56.68 per hr	\$58.68 per hr
Health & Welfare	\$13.20 per hr	\$13.20 per hr	\$13.20 per hr	\$13.20 per hr
IU Pension	\$ 9.85 per hr	\$ 9.85 per hr	\$ 9.85 per hr	\$ 9.85 per hr
IU Annuity 12%				
Total Gross Wages	\$ 6.32 per hr	\$ 6.56 per hr	\$ 6.80 per hr	\$ 7.04 per hr
DC FTI	\$ 1.82 per hr	\$ 1.82 per hr	\$ 1.82 per hr	\$ 1.82 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	\$ 0.15 per hr	\$ 0.15 per hr	\$ 0.15 per hr	\$ 0.15 per hr
IAF	\$ 0.15 per hr	\$ 0.15 per hr	\$ 0.15 per hr	\$ 0.15 per hr
Pinpointing	\$ 1.25 per hr	\$ 1.25 per hr	\$ 1.25 per hr	\$ 1.25 per hr
Fringe Benefits =	\$32.99 per hr	\$33.23 per hr	\$33.47 per hr	\$33.71 per hr
Total Package =	\$85.67 per hr	\$87.91 per hr	\$90.15 per hr	\$92.39 per hr

**Deductions from Wages**

Administrative Dues Check-off	3.5 % X Gross Wages
Administrative Dues on Fringes:	
Journeyman	\$1.15 per hour
Leadman	\$1.16 per hour
Foreman	\$1.17 per hour
General Foreman	\$1.18 per hour
IU Administrative Dues	\$0.25 per hour – expires 12/31/25
IU Administrative Dues	\$0.35 per hour – effective 1/1/26
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.20 per hour
Organizing Fund	\$0.11 per hour

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## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/1/2025 through 4/30/2026

### Fabricator / Service Mechanic (Grandfathered) Rate

Wages	\$35.28 per hour
Health & Welfare	\$10.70 per hour
IU Pension	\$ 8.19 per hour
IU Annuity	\$ 0.56 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.46 per hour
Pinpointing	\$ 1.00 per hour
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Fringe Benefits =	\$21.26 per hour
Total Package =	\$56.54 per hour

#### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.74 per hour
IU Administrative Dues	\$0.25 per hour – expires 12/31/25
IU Administrative Dues	\$0.35 per hour – effective 1/1/26
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.20 per hour
Organizing Fund	\$0.11 per hour



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## DISTRICT COUNCIL 21 LU 1009 GLAZIERS

RATE EFFECTIVE 5/1/2025 through 4/30/2026

Fabricator / Service Mechanic (New) Rate

Wages	\$25.69 per hour
Health & Welfare	\$10.70 per hour
IU Pension	\$ 4.13 per hour
IU Annuity	\$ 0.64 per hour
LMP	\$ 0.10 per hour
N-F T I	\$ 0.10 per hour
IAF	\$ 0.15 per hour
DC FTI	\$ 0.45 per hour
Pinpointing	\$ 0.88 per hour
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Fringe Benefits =	\$17.15 per hour
Total Package =	\$42.84 per hour

### Deductions from Wages

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.60 per hour
IU Administrative Dues	\$0.25 per hour – expires 12/31/25
IU Administrative Dues	\$0.35 per hour – effective 1/1/26
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.20 per hour
Organizing Fund	\$0.11 per hour

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**DISTRICT COUNCIL 21 LU1009**  
**GLAZIERS**

**RATE EFFECTIVE 5/1/2025 through 4/30/2026**

**Industrial / Glassworker Rate**

Wages	\$20.42 per hour
Health & Welfare	\$ 5.20 per hour
IU Pension	\$ 3.82 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	\$ 0.19 per hour

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Fringe Benefits =	\$ 9.56 per hour
Total Package =	\$29.98 per hour

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**Deductions from Wages**

Administrative Dues Check-off	3.5% X Gross Wages
Administrative Dues on Fringes	\$0.33 per hour
IU Administrative Dues	\$0.25 per hour – expires 12/31/25
IU Administrative Dues	\$0.35 per hour – effective 1/1/26
DC 21 PAC Fund	\$0.05 per hour
Vacation Fund	\$1.00 per hour
Member Benevolent Fund	\$0.20 per hour
Organizing Fund	\$0.11 per hour

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# FINISHING TRADES INSTITUTE/DISTRICT COUNCIL 21

Glaziers Local Union 1009

Grandfathered

Apprentice Wage Package

May 1, 2025-April 30, 2026

	Second Term		Third Term		Fourth Term	
	60%	65%	70%	75%	80.0%	90.0%
<b>Wage</b>	\$31.60	\$34.24	\$36.87	\$39.51	\$42.14	\$47.41
<b>Fringe Benefits</b>						
Health & Welfare	\$9.15	\$9.15	\$10.75	\$10.75	\$10.75	\$10.75
IUPAT Pension	\$1.68	\$1.75	\$2.86	\$2.95	\$3.97	\$4.11
Annuity	\$1.76	\$1.82	\$2.51	\$2.51	\$3.06	\$3.13
DC21 Apprentice Fund	\$1.31	\$1.32	\$1.35	\$1.37	\$1.40	\$1.42
National Apprentice Fund IU IFTI / NFTI	\$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
IAF	\$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
Stars Program	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
Pin-Pointing Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
<b>Total Fringe Benefits</b>	\$14.55	\$14.69	\$18.12	\$18.23	\$19.83	\$20.06
<b>Total Wage &amp; Fringe Benefits</b>	\$46.15	\$48.93	\$54.99	\$57.74	\$61.97	\$67.47
<b>Employee Deductions</b>						
Vacation Fund	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Admin. Dues on Fringes**	\$0.51	\$0.52	\$0.63	\$0.64	\$0.69	\$0.70
International Dues Expires 12/31/25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
International Dues Effective 1/1/26	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35
Admin Dues on Wages	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%
DC 21 PAC	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Benevolent Fund	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
Organizing Fund	\$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 worked.

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**Finishing Trades Institute/District Council 21  
Glaziers Local Union 1009**

**Apprentice Wage Package**

**May 1, 2025 - April 30, 2026**

**Non-Grandfathered**

		1st Term	2nd Term	3rd Term	4th Term
<b>Apprentice Wages by %</b>		<b>\$24.22</b>	<b>\$28.97</b>	<b>\$32.13</b>	<b>\$36.87</b>
		46%	55%	61%	70%
<b>Fringe Benefits:</b>					
Health & Welfare		\$9.15	\$9.15	\$10.75	\$10.75
IUPAT PENSION **		\$1.38	\$2.66	\$3.80	\$4.88
Annuity Fund **		\$1.25	\$1.70	\$2.41	\$3.02
DC 21 Apprentice Fund		\$1.24	\$1.29	\$1.31	\$1.35
National Apprentice Fund IU FT		\$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
DC21LMF		\$0.05	\$0.05	\$0.05	\$0.05
Stars Program		\$0.15	\$0.15	\$0.15	\$0.15
Pin-Pointing Fund		\$0.10	\$0.10	\$0.10	\$0.10
<b>Total Fring Benefits</b>		<b>\$13.67</b>	<b>\$15.45</b>	<b>\$18.92</b>	<b>\$20.65</b>
<b>Total Wage &amp; Fringe Package</b>		<b>\$37.89</b>	<b>\$44.42</b>	<b>\$51.05</b>	<b>\$57.52</b>
<b>Employee Deductions:</b>					
Vaction Fund		\$1.00	\$1.00	\$1.00	\$1.00
Admin. Dues on Fringes **		\$0.48	\$0.54	\$0.66	\$0.72
International Dues expire on 12/31/25		\$0.25	\$0.25	\$0.25	\$0.25
International Dues effective 1/1/26		\$0.35	\$0.35	\$0.35	\$0.35
Admin. Dues on Wages		3.50%	3.50%	3.50%	3.50%
DC 21 PAC		\$0.05	\$0.05	\$0.05	\$0.05
Benevolent Fund		\$0.20	\$0.20	\$0.20	\$0.20
Organizing Fund		\$0.11	\$0.11	\$0.11	\$0.11

In subsequent years of this contract, apprentices will be given health and 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 worked.

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