

WORKING AGREEMENT

between

THE IRON WORKERS UPSTATE LOCALS OF

NEW YORK AND VICINITY,

CONSISTING OF

INTERNATIONAL ASSOCIATION OF

BRIDGE, STRUCTURAL, ORNAMENTAL,

AND REINFORCING IRON WORKERS

LOCAL UNION NOS. 6, 9, 12, 33, 60 AND 440

AND

UPSTATE IRON WORKER EMPLOYERS

ASSOCIATION, INC.

Effective May 1, 2018

Expires April 30, 2021

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PREAMBLE

Local Unions 6, 9, 12, 33, 60 and 440, and the Upstate Iron Worker Employers Association, Inc., recognizing that the relationship between the employers and the unions needs to be closer now than ever before, have entered into this agreement to improve the ability of the employers to compete and thus provide work for the employees represented by the unions.

ARTICLES OF AGREEMENT

This Agreement is entered into by and between the Upstate Iron Worker Employers Association, Inc., acting on behalf of its members and any non-member employers who agree to be bound by the agreement or who sign on to the agreement, and the Iron Workers Upstate Locals of New York and Vicinity consisting of Local Unions Nos. 6, 9, 12, 33, 60 and 440, and shall continue in full force and effect through the term of the agreement. All parties to this Agreement hereby recognize Locals No. 6, 9, 12, 33, 60 and 440, (referenced in this Agreement as the "Local Unions") as the sole collective bargaining representatives of the Employees and the Upstate Iron Worker Employers Association, Inc. as the sole representative of the Employers in the classes of work covered under this Agreement, within the geographic territories covered by this Agreement as specified in Article 2 of this Agreement.

ARTICLE I. CRAFT JURISDICTION

The Unions claim for their members all work as outlined in the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

ARTICLE 2. TERRITORY

The territories covered by this Agreement shall be the territorial jurisdictions of the Local Unions as outlined and attached in the geographical jurisdictions at the end of this Agreement.

ARTICLE 3. WORK HOURS PER DAY

Eight (8) hours shall constitute a day's work, during the hours of 6:00 A.M. to 4:30 P.M. from Monday to Friday, inclusive. It is the responsibility of the Employer to designate a starting time that will remain in effect for the duration of the job.

Changes in the work hours per day in special cases can be made to meet special conditions with approval of the Business Manager.

Iron Workers shall be at their posts and prepared to start work at the regular starting time provided the shed or room for the workers to change their clothes is adjacent to or within a reasonable distance from their work.

ARTICLE 4. LUNCH PERIODS

One half (1/2) hour without pay shall be allowed for a lunch break for each shift. Any Iron Worker working over ten (10) hours per day shall be entitled to two (2) lunch periods. The first lunch period shall be thirty (30) minutes, unpaid. The second lunch period shall be twenty (20) minutes with pay.

ARTICLE 5. SHIFT WORK

Shift work may be performed at the option of the Employer. The work week shall start with the day shift on Monday and end with the conclusion of the second or third shift (as the case may be). The employer may commence shift work operations at any point during the work week.

The first or day shift will work the regular hours provided for in Article 3 and shall receive the regular rate of pay for all hours worked.

The second shift shall work eight (8) hours for eight (8) hours pay at a 10% premium. The third shift shall work eight (8) hours pay at a 15% premium.

One-half (1/2) hour without pay shall be allowed for a lunch break for each shift. Work in excess of the hours stipulated for each shift, shall be paid at the overtime rate stipulated in Article 6 based on the regular rate of pay for the work performed.

ARTICLE 6. OVERTIME AND HOLIDAYS

Overtime work shall, as far as possible, be divided equally among the Iron Workers on the job.

Except when more than one shift is employed as here above set forth. When overtime is necessary and more Iron Workers are required than are working for the same employer, additional Iron Workers that are required must be taken from the ranks of the unemployed.

Employees shall not be allowed to work overtime evenings, or Saturdays, Sundays or holidays or any employer other than the one by whom he is regularly employed. If a steward has been appointed to the job, he or she shall be employed on all overtime work, provided he or she is capable of performing the work in question. Time and one-half shall be paid for all work, in excess of eight (8) hours, on any regular work day except when more than one (1) shift is employed as hereinabove set forth. All work performed on Saturday shall be paid at time and one-half rate of wages.

Double time must be paid for all work performed on Sundays and the following holidays: New Year's Day, Christmas Day, Memorial Day, Fourth of July and Thanksgiving Day. No work under any conditions shall be performed on Labor Day except in emergency endangering life or property; when double time shall be paid. Any holiday which occurs on Sunday shall be observed the following Monday, and also in Local 6 and Local 9, any holiday which occurs on Saturday shall be observed on the preceding Friday and, if worked, paid at double time. Iron Workers receiving time and one-half rate and continuing into what normally would be classified as regular working hours shall receive time and one-half when required to continue work in straight time periods on the same job after having worked at least eight (8) hours continuously in an overtime period on one job. Iron Workers receiving double time rate, and continuing into what normally would be classified as regular working hours, shall receive double time when

required to continue work in straight time periods on the same job after having worked at least eight (8) hours continuously in an overtime period on one job. No employee shall quit an unfinished job and then return to the previous employer after the overtime job as above defined, is finished.

ARTICLE 7. PAYDAY

Iron Workers must be paid once each week in cash or check during working hours on or before Friday. Members of the Upstate Iron Worker Employers Association, Inc. following other practices of payment may continue to do so. Not more than three (3) days may be withheld after the end of any payroll period unless prior arrangements have been made. If not paid as above defined, they shall be paid for waiting time. On pay days, in the event of inclement weather and on jobs not working, the employer will make all efforts to have the employees' pay on the job site between the hours of 8:00 A.M. and 10:00 A.M. If the pay day falls on a holiday, the Employer will make every effort to pay the day before.

When employees are discharged or laid off, if possible they should be paid at the job site, either by check or Debit Card Deposit. In the case of remote sites, their checks should be mailed within 48 hours to the Union Hall. If checks are not postmarked within this time, the contractors will be required to pay the Iron Worker a \$ 100.00 show up expense.

Any employer that repeatedly fails to comply with this provision shall be required to make full payment of wages to employees at their time of layoff.

Accompanying each payment of wages shall be a separate statement identifying the employer, showing the total earnings, the amount of each deduction, the purpose thereof and net

earnings. When employees quit of their own accord, they shall wait until the regular pay day for wages due them.

ARTICLE 8. WELFARE, PENSION, EDUCATION AND TRAINING, AND COOPERATIVE TRUST FUNDS

Each employer will contribute in the amount specified in the wage schedule per hour of work for each employee covered by this Agreement to the following programs and employee benefit plans: Iron Workers District Council of Western New York & Vicinity Annuity Fund

Iron Workers District Council of Western New York & Vicinity Welfare Fund

Iron Workers District Council of Western New York & Vicinity Pension Fund

Iron Workers Local No. 6 Pension Plan

Iron Workers Local Union No. 9/ 33/440 Supplemental Benefit Plan

Central and Eastern New York Cooperative Trust

Iron Workers Local 12 Pension Fund

Iron Workers Local 12 Health Insurance Fund

Iron Workers Local 12 Training and Education Fund

Iron Workers Local No. 6 Supplemental Medical and S.U.B. Pay Plan

Iron Workers Local No. 440 Annuity Fund

Iron Workers Local No. 6 Annuity Plan

Iron Workers Local 9 Apprenticeship Training Fund

Iron Workers Local 33 Training Fund

Local 440 Training Program

Iron Workers Local No. 6 Apprentice and Journeyman Retraining Fund

Upstate New York District Council of Iron Workers and Employers Cooperative Trust Fund

Upstate Iron Worker Employers Association Inc. Industry Advancement Program Iron Workers

Local No. 6 Profit Sharing Fund

Ironworkers and Employers Cooperative Trust Fund Local 6 Buffalo. NY

Ironworkers Local 60 Education & Training Fund

Ironworkers Local 60 Annuity Fund

Ironworkers Local 60 Supplemental Welfare Fund

Ironworkers Local 60 Cooperative Trust Fund

The above-referenced employee benefit plans are jointly referred to as "Funds". All employer

contributions to the above Funds as set forth in this Agreement shall be made monthly and

shall be due and payable no later than the fifteenth (15th) of the following month upon

remittance reports finished by the Funds. Contributions for Iron Workers Local 12 Funds shall

be made weekly. The Funds shall be administered pursuant to provisions of Agreements and

Declarations of Trust, any restatements of or amendments to such Agreements and

Declarations of Trust, policies, rules and regulations established by the various Trustees. Such

Agreements and Declarations of Trust, rules, regulations and policies, including Collections

Policies, of such Funds together with any restatement or amendments thereto, are

incorporated herein by reference as if fully set forth herein. The Agreements and Declarations

of Trust, the Funds Collection Policies and all other rules, regulations and policies of the Funds

govern and supersede, any inconsistent provision of this Agreement. All monies paid into

and/or due and owing to the Funds specified in this Article will be vested and remain exclusively

in the Trusts of those Funds; outstanding and withheld contributions constitute plan assets. Any employer becoming delinquent in reporting and making payment of contributions due said Funds shall be liable for the amount or the delinquency together with interest, liquidated damages, costs, audit fees and legal fees in such amounts and on such terms as established by the Funds. The Funds and/or the Local Unions may at any time audit the payroll records of any employer or require such employer to post a bond on such terms as established by the Funds. To provide a guarantee or payment to the Funds, any employer, signatory to this Agreement that uses a sub-contractor, agrees to pay to the said Funds any amount owed to said Funds by said delinquent subcontractor. The Local Unions may at any time withdraw their members from employers delinquent in payments of contributions to the Funds. If such occurs, the delinquent employer agrees to pay the employee's regular rate of pay for all time lost from work as a result thereof. It is further agreed that the Local Unions have the right, when any employer becomes delinquent in remittances due to the said Funds, to declare this Agreement breached by the delinquent employer and at the option of the Local Unions, this Agreement may be considered terminated. Any action exercised by the Local Union with respect to delinquent employers shall not constitute a violation of any "no strike" provisions or clause contained in this Agreement. It is expressly agreed herein, that the use of grievance and arbitration machinery set forth in this Agreement is waived by any such delinquent employer.

All benefits and dues shall be sent to the jointly administered Trust(s) of the locals where the Iron Workers are performing work. (No exceptions). District Council pension contributions shall continue to be sent to the Iron Workers District Council of Western New York & Vicinity Pension

Fund. If a contractor is more than two (2) months delinquent, the Union may require project by project monthly report.

ARTICLE 9. DUES DEDUCTION

The Local Unions shall maintain a Dues Check-off Fund through the medium or payroll deductions for union dues. Upon the receipt of a written authorization from the employee, the employer shall deduct from the employee's gross wages the percentage so authorized. Said deductions shall be payable to the Local Unions and a check in the proper amount, together with the report from shall be forwarded by the employer for receipt at said address not later than the 15th day of the calendar month immediately following that month during which the deduction was withheld. All terms specified in Article 8 or this Agreement regarding time contributions are due, failure of employer to make timely reports and contributions, penalties applicable to employers' delinquent in remitting contributions, rights of the Local Unions, regarding delinquent employers, and the right of Trustees to audit employer's payroll records shall similarly apply to the Local Unions' Dues Check-off Fund as though set forth at length herein. The Local Unions shall be responsible for the printing and distribution of dues authorization forms to employers. The wording of said authorization forms shall be in conformance with all requirements of the law.

ARTICLE 10. SHOW-UP-TIME

A. Any employee, with the exception of foremen receiving straight time, who reports for work on any job within the jurisdiction of the Local Unions and through no fault of his own is unable to start work because of inclement weather or any other unforeseen condition shall be compensated for reporting at the rate of thirty dollars (\$30.00) per hour for two hours, provided, however, that it is agreed by both the company supervisor on the job and the job steward (if a steward has been appointed) that conditions prevail that would not be suitable for the performance of work. Such compensation shall be treated as an expense separate from wages. Failure of the employee, to make an effort to work, will be considered just cause for non-payment of show-up time. If work commences at any time, all hours are then considered work hours.

B. No employee will be entitled to this two (2) hours reporting expense who fails to report on the job at the designated starting time or leaves the site of the job before he has waited the two hours. It must also be specifically understood that in the event conditions become suitable at any time after the designated starting time and during the two hours waiting time, such conditions to be agreed upon by the superintendent and the steward (if a steward has been appointed) to start work, the employees are bound to abide by the order of the parties who have authority to determine the advisability of resuming work. It must be further understood that employees leaving the jobsite before permission is granted by the ironworker's supervisor will be penalized the full reporting allowance and will be subject to immediate dismissal.

C. In the event the Employer should desire to shut a job down temporarily, for a brief period, such as one or two days for example, the employer shall notify the employees on the job before

4:30 PM. of the day prior to the start of the shutdown and the employer shall provide a N.Y.S. lay-off slip and full payoff before the above specified time to any employee who requests same. No employee shall leave the employ of a contractor without first notifying the Local Union and his employer before 2:30 P.M., so that schedule adjustments might be made and replacements procured for the following day's operations.

D. For employees in Local 6 only, Standby Allowance is applicable.

Standby Allowance:

Any employee, excluding those employees who have a guaranteed eight (8) hour day, if he reports to work on any job at his regular starting time and is not assigned to work during the hours of the regular work day or portions thereof because of unforeseen conditions or inclement weather, will be compensated up to two (2) hours at his regular rate of pay. This compensation may be allocated in increments of no less than 1/2 hour.

The determination or the necessity to allocate this compensation will be made jointly by the employer superintendent, ironworker foreman and job steward. Resumption of work shall be determined jointly by them. Such determinations shall be made pursuant to the objective stated in paragraph I and employees must abide by such determinations. Whenever any portion of the entire allowance is applied to the first two (2) hours of the regular work day, any employee who fails to report to work at the designated starting time shall forfeit that portion of the allowance. Employees who do not abide by the determinations of the job superintendent, Ironworker Foreman and job steward or who leave the job site before permission has been granted by the superintendent or Iron Worker Forman will forfeit the allowance that was applied on that work day.

ARTICLE 11. FOREMAN, JOB STATUS

When two or more employees are employed, one shall be selected by the employer to act as foreman and receive foreman's wages, and the foreman is the only representative of the employer who shall issue instructions to the workmen. Foremen shall be paid on a straight time basis, not less than the current foreman rate, calculated at eight (8) hours per day, forty (40) hours per week including holidays, at the appropriate Foreman's rate and Fringe package except on jobs of less than five (5) days duration. For all work, in excess of eight (8) hours per day and for all work performed on Saturday, wages shall be paid at time and one-half rate. For all work performed on Sunday or holidays, double time rate or wages shall be paid. There shall be no restrictions as to the employment of foremen. The employer may employ on one piece of work as many foremen as, in his judgment, are necessary for the safe expeditious and economical handling of the same. When a third crew and third foreman are established on a job, one of the three foremen shall be appointed a general foreman, and he shall receive not less than the current General Foreman wage rate.

ARTICLE 12. SUPPLYING IRON WORKERS FOR JOBS

Employers agree to call for Iron Workers on the day prior to the day of wanting same, before 9:00 A.M., if possible. Iron Workers are to be paid from time of arrival on the job. If Iron Workers are requested 8:30 A.M. for immediate employment, they shall be paid from the time of the call, allowing a reasonable time for reporting to the job site. Journeymen and Apprentices when needed for work lasting eight (8) hours or less shall receive at least one-half day's pay. If employment extends past the noon hour, they shall receive a full day's pay. There shall be no discrimination because of age of an Iron Worker, as long as he or she is capable of performing the work required in a satisfactory manner. In the event some Iron Workers, in a crew do not report for work, the balance of the Iron Workers shall work until the Iron Worker or Iron Workers, report or are replaced, providing other Iron Workers on the job are not available to fill the crew, and providing the shortage has been reported to the Local Union. The Local Unions agree that in no case will Iron Workers be furnished to employers who have not signed the complete current Agreement. Any employee who is absent for any reason and fails to notify said employer and union office by 9:00 A.M. will be considered as having quit the job and therefore not eligible to receive show-up time if he or she returns to the job site.

ARTICLE 13. PORTABILITY

The parties agree that any Employer subject to this Agreement may bring from other New York State Iron Worker Locals fifty percent of the number of Iron Workers needed to perform a job which the Employer has secured in the geographic jurisdiction. Within the jurisdiction of Local 60, it is required that said Iron Workers must have been on the Contractor's payroll for a minimum of thirty (30) days. Any employee of the Contractor employed under the provision is required to contact the Business Manager prior to the start of work. Further, the Employer may also bring a Foreman for such job and that person will not be counted in the fifty percent determination. Apprentice Ironworkers are not eligible under this stipulation.

ARTICLE 14. REPLACEMENT OF TOOLS

A. All personal tools owned by Iron Workers which are broken on the job shall be replaced by the employer, providing that it can be acknowledged by the foreman that the breakage happened on the job.

B. Employees employed on ornamental work shall furnish, for their own use, basic hand tools to enable them to effectively install such work. Tools broken on the job shall be replaced by the employer. No employee shall be held responsible for the loss of tools or equipment in his charge. Employees abusing employers' tools may be dismissed and / or required to repair or replace said tools of equal value.

ARTICLE 15. DRINKING WATER AND CLOTHES ROOM

The employer shall furnish suitable drinking water at all times, and each job of sufficient size and length to justify same shall provide a suitable shed or room, including heat, exclusively for members to eat, change their clothes and keep their tools.

ARTICLE 16. LOSS OF CLOTHES AND TOOLS

The contractor shall be responsible for the tools and clothing of the Iron Worker, when they are left in the contractor's shanty overnight. When tools and clothing are thus under the safekeeping of the contractor, he shall be responsible for their loss by fire or theft and shall replace them in kind in the event of such fire upon proper proof of same. Any loss incurred shall be reported to the employer or his representative immediately.

ARTICLE 17. SAFETY

If an Iron Worker is required by project requirements to use safety shoes while working for that Employer, it shall be the responsibility of the Iron Worker to provide the required safety shoes.

All Iron Workers shall be required to have OSHA 10, 8-Hour Subpart R and Contractor Safety Requirements as needed. If an Iron Worker continually ignores safety work rules and by his actions they result in an OSHA violation and fine to the contractor, the contractor shall notify the Union hall, in writing, of the circumstances of the violation and actions of the Iron worker.

The Iron Worker shall attend the next scheduled 10- Hour OSHA Training Course sponsored by the Local. Unions will provide 30-Hour OSHA as needed by contractors.

In accordance with the requirements of the Occupational Safety and Health Act of 1970, it shall be the sole responsibility of the Employer to insure the safety and health of its employees.

Nothing in the Collective Bargaining Agreement will make the Union liable to any employees or to any other persons, in the event that an injury or accident occurs.

The safety and health standards and rules contained herein are minimum standards and are not intended to imply that the Union objects to the establishment and imposition by the Employer of additional or more stringent rules to protect the health and safety of the employees. It shall be the sole responsibility of the Employer to insure compliance with safety and health standards and rules.

ARTICLE 18. BUSINESS REPRESENTATIVES

The Business Representatives of the Local Unions shall be permitted to visit all jobs, with the permission of the owner and complying with job specific badging, safety and testing, but will in no way interfere with the progress of the work.

ARTICLE 19. JOB STEWARD

In the event the Business Manager of the Local Union elects to appoint a steward, the steward shall be the last person laid off, providing he is capable of performing the work in question.

ARTICLE 20. PROTECTION OF UNION PRINCIPLES

The removal of Journeymen Iron Workers and Apprentices from a job, in order to render assistance to other Local Unions to protect lawful union principles, shall not constitute a violation of this Agreement, provided such removal is approved by the General Executive Board and notice thereof is first given the employer involved. It shall not be a violation of this Agreement, nor cause for discharge or disciplinary action, in the event that an employee refuses to cross a legally established picket line.

ARTICLE 21. APPRENTICESHIP

The parties' signatory hereto agrees to maintain a Joint Apprenticeship Committee in accordance with the provisions of the Iron Workers Apprenticeship and Training Standards, as contained in Section I, Article 23 of the International Constitution. Said Committee shall formulate and operate an Apprenticeship Program in the local area in conformity with said standards. The Local Unions' Education and Training Funds shall be responsible for the total financial support of the Apprenticeship Programs. The following shall/or may be required by the Union on projects, one (1) apprentice to four (4) journeymen, on ornamental work which is normally performed by two (2) ironworkers, one (1) may be an apprentice.

Apprenticeship Package - Same for all Locals
July 1, 2018- April 30, 2021

ARTICLE 22. SUBCONTRACTORS

The employer agrees not to subcontract or sublet any work covered by the Agreement, on the job, to any person, firm or corporation not in contractual relationship with the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers or any of its affiliate local unions.

ARTICLE 23. SETTLEMENT OF DISPUTES

A. Any disputes as to the proper interpretation or violation of this Agreement shall be handled in the first instance by a representative of the Local Union and the Employer. If they fail to reach an agreement within 5 days then it shall be referred to a Committee in writing, made up of the Business Representative, the Upstate Iron Workers Association Area Director and the Employer. If this Committee fails to reach an agreement within (2) days it shall be referred in writing to the New York State Employment Relations Board for Arbitration who will assign an arbitrator whose decision will be final, and binding on both parties. Any costs associated with arbitration shall be paid equally by both parties.

B. It is mutually agreed that there shall be no strikes authorized by the Local Unions and no lockouts authorized by the Employer, except for refusal of either party to submit to arbitration in accordance with Article 23(A), or failure on the part of either party to carry out the award of the Board of Arbitration. Every facility of each of the parties hereto, is hereby pledged to immediately overcome any such situation provided; however, it shall not be a violation of any provision of this Agreement for any person covered by this Agreement to refuse to cross or work behind a picket line of any affiliated union which has been authorized by the International of that union, the Central Labor Council or Building and Construction Trades Council.

ARTICLE 24. UNION SECURITY

All employees who are members of the International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers on the effective date of this Agreement shall be required to remain members of the International Union in good standing as a condition of employment during the term of this Agreement. All employees may be required to become and remain members of the International Union in good standing as a condition of employment from and after the 7th day following the dates of their employment, or the effective date of this Agreement, whichever is later.

ARTICLE 25. SCOPE OF AGREEMENT

This Agreement contains all the provisions agreed upon by the Employer and the Local Unions. Neither the Employer nor the Local Unions will be bound by rules, regulations or agreements not herein contained, except interpretations or decisions of the Board of Arbitration.

ARTICLE 26. NO OTHER COLLECTIVE BARGAINING AGREEMENTS

Each Local Union hereby agrees that so long as this Agreement is in effect, they will not enter into any other Agreement with an Employer at variance with this Agreement. This shall not preclude project labor agreements negotiated with building trade councils. If local unions do enter into an Agreement with an employer at variance with the Agreement, the "Favored Nations" policy can be automatically triggered in that local's jurisdiction by contractors wishing to have said agreement.

ARTICLE 27. SAVINGS CLAUSE

Should any part of or any provision herein contained be rendered or declared invalid, by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, provided; however, that upon such invalidation, the parties signatory hereto agree to meet to renegotiate such provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 28. DRUG TESTING

The Upstate Iron Workers Employers Association, Inc. and the Local Unions have agreed to a drug policy, and will utilize the drug program created and administered by the Iron Workers International IMPACT. Using the current policy, random testing will be increased to 25%. A copy is available from the Upstate Iron Workers Employers Association, Inc. upon request. Responsibility of payment for the drug testing program will be paid by the IMPACT Program. Participants will conform to and abide by IMPACT testing protocols as a condition of payment for testing. NOTE: If Owner requirements for Drug testing provide for utilization of other programs, the parties agree to abide by such requirements and coordinate reimbursement with IMPACT and the UIWEA.

ARTICLE 29. IMPACT

The Union shall contribute the appropriate percentage of the hourly rate as determined by the IMPACT contract for each hour worked to the Ironworkers Management Progressive Action Cooperative Trust (IMPACT), a jointly trusted Cooperative Trust with federal tax-exempt status under Section 501(a) of the Internal Revenue Code as an exempt organization under Section 501(c)(5) of the Internal Revenue Code. Tax Exempt status determination was rendered under the initial name of the Trust which was the Employers Responsive Educational Cooperative Trust of North America. The general purpose of the Trust includes the improvement and development of the Union Iron Working industry through Education, Training, Communication, Cooperation, and governmental lobbying and legislative initiatives. The reporting, payment, frequency of payment, and administration of such contributions shall be governed by the terms of the IMPACT Trust Agreement, policies, and resolutions. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of three-eighths of one percent ($\frac{3}{8}$ of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International Ironworkers Organizing Fund. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of five-eighths of one percent ($\frac{5}{8}$ of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions.

ARTICLE 30. JURISDICTIONAL LETTERS

On all projects of one hundred (100) hours or more, the contractor shall submit monthly a letter describing any jobs completed during that month. These reports shall be submitted with the monthly fringe benefit reports.

ARTICLE 31. DURATION AND TERMINATION

The Agreement with any amendments thereof made as provided for therein, shall remain in full force and effect from May 1, 2018 until Midnight of April 30, 2021 and unless written notice be given by the Iron Workers Upstate Locals of New York and Vicinity or the Employer Association to the other at least four (4) months prior to such date of the desire for change therein or to terminate the same, it shall continue in effect for an additional year thereafter. In the same manner, this Agreement with any amendments thereof shall remain in effect from year to year thereafter subject to termination at the expiration of any such contract year upon notice in writing given by the Iron Workers Upstate Locals of New York and Vicinity or the Employer Association to the other at least four (4) months prior to the expiration of such contract year. Any such notice as hereinabove provided for in this Article whether specifying a desire to terminate or to change at the end of the current contract year, shall have the effect of terminating this Agreement at such time.

For payroll accounting reasons, if July 1 falls on a Tuesday or Wednesday, changes to the wages and benefits shall become effective on the previous Monday. If July 1 falls on a Thursday or Friday, the wages and fringes shall take effect on the next Monday.

ARTICLE 32. CELL PHONES

Personal cell phones are not permitted to be carried during work hours unless approved by the employer.

Effective as of the first day of May 2018

IRON WORKERS LOCAL 6

Thom Holley
Thom Holley BM #6

IRON WORKERS LOCAL 9

Iron Workers Local 9
Scott M. Budge FS/T

IRON WORKERS LOCAL 12

Iron workers Loc. 12
Michael C. Bette BM-FST

IRON WORKERS LOCAL 33

IRONWORKERS LOCAL UNION #33
Scott M. Budge BM-FST

IRON WORKERS LOCAL 60

Iron Workers Local 60
Gary E. Hobbs - BM-FST

IRON WORKERS LOCAL 440

Ironworkers Local 440
Dennis Thompson Bm/fst

UPSTATE IRON WORKERS EMPLOYERS ASSOCIATION, INC.

[Signature]

OR

DATE

4/30/18

CONTRACTOR NAME

DATE

AUTHORIZED SIGNATURE

LETTER OF ASSENT

THIS AGREEMENT is made by and between (Employer Name) _____ hereinafter called “Employer” and Iron Workers Locals of New York and Vicinity consisting of Local Unions Nos. 6, 9, 12, 33, 60 and 440 (the “Union”).

1. The Employer agrees to adopt, abide by and be bound by the annexed Working Agreement between the Iron Workers Upstate Locals of New York and Vicinity consisting of Local Unions Nos. 6, 9, 12, 33, 60, and 440, and the Upstate Iron Worker Employers Association, Inc. (the “Association”), effective May 1, 2018 through April 30, 2021 and thereafter in accordance with its terms, and any amendment to it negotiated between the Union and the Association, and any successor Working Agreement to which the Union and the Association are party.
2. The Employer shall maintain membership in the Association and designates the Association as its collective bargaining representative, unless and until it terminates this Letter of Assent in accordance with its provisions set forth in Section 6 below.
3. The Employer agrees to adopt, abide by and be bound by those provisions of the collectively bargained Working Agreement relating to fringe benefits subject to Section 302 of the Labor Management Relations Act heretofore entered into between Iron Workers Upstate Locals of New York and Vicinity consisting of Local Unions Nos. 6, 9, 12, 33, 60, and 440 and the Upstate Iron Workers Employers Association, Inc., and any modifications, extensions or renewals thereof, with the same force and effect as though the aforesaid collectively bargained Working Agreement was set forth in full herein.
4. The Employer agrees it is hereby a party to, and shall be bound by all the terms and provisions of:

All of the Welfare, Pension, Education, Training, and Cooperative Trust Funds set forth in Article 8 of the Working Agreement between Iron Workers Upstate Locals of New York and Vicinity consisting of Local Unions Nos. 6, 9, 12, 33, 60, and 440 and the Upstate Iron Workers Employers Association, Inc., effective May 1, 2018 through April 30, 2021, with the same force and effect as though the Agreements and Declarations of Trust referred to above were set forth herein at length and the Employer originally signed the said Agreements and Declarations of Trust; and the Employer agrees to make payments to the said Plans, covering all employees represented by the Union, as required by the Working Agreement and any modifications or amendments or successors thereto, and the Agreements and Declarations of Trust of the aforesaid Plans. The Employer hereby authorizes the Employer Trustees named in the aforesaid Agreements and Declarations of Trust and their successors to act for and on the Employer’s behalf.

5. The Employer agrees to adopt, abide by and be bound by the appropriate annexed Addendum to the Working Agreement when performing work in the territory of the Iron Workers Local Union to which the Addendum corresponds, subject to the condition that where an Addendum and the Working Agreement conflict, the Working Agreement shall control.

6. This Letter of Assent is effective when executed by the Employer and shall continue in effect unless and until terminated by the Employer or Union by written notification delivered to the other party and to the Association at least four (4) months prior to the expiration date of the then current Working Agreement between the Association and the Union, in which case this Letter of Assent shall terminate on that expiration date.

Name of Employer_____

Signature of Authorized Officer_____ Date Signed:_____

Title of Authorized Officer_____

Address of Employer_____

Phone Number of Employer_____

For Iron Workers Locals of New York and Vicinity:

By:_____

By: _____ Date signed _____
Signature and Title of Authorized Representative

WORKERS COMPENSATION

CARRIER _____

POLICY # _____ PHONE# _____

ADDRESS _____

Please Note

Failure by Employers to remit Fringe Benefit Contributions and Dues Deductions on a timely basis will result in additional interest costs and fees as provided in this Agreement.

Agreement Effective May 1, 2018 and Expires April 30, 2021

4. Local Union No. 6

Cattaraugus County - all

Genesee County - Townships of Alabama,
Pembroke, Darien, Alexander

Chautauqua County - all

Allegany County - Townships of Alfred, Allen,
Almond, Andover, Centerville, Rushford,
New Hudson, Cuba, Clarksville, Genesee,
Hume, Caneadea, Belfast, Wirt, Friendship,
Bolivar, Angelica, Amity, Scio, Wellsville,
West Almond, Alma, Granger, Willing,
Independence

Wyoming County - Townships of Bennington,
Sheldon, Java, Arcade, Attica, Orangeville,
Wethersfield, Eagle, Warsaw, Gainsville, Pike

Erie County - all save northern half of Grand Island
(boundary line: Whitehaven Road from East
River to West River)

Steuben County - Townships of Canisteo, Freemont,
Greenwood, Hartsville, Hornell, Hornellsville,
Howard, Jasper, Troupsburg, West Union

GEOGRAPHICAL JURISDICTION FOR IRON WORKERS LOCAL 9

Niagara County - all

Orleans County - Townships of Yates, Ridgeway, Shelby

Erie County - Township of Grand Island

5. Local Union No. 12

Columbia County -- all

Greene County -- all

Albany County - all

Schoharie County -- all

Rensselaer County -- all

Schenectady County - all

Saratoga County -- all

Washington County -- all

Warren County -- all

Essex County - all

Clinton County - all

Delaware County -- all

Otsego County -- Towns of Unadilla, Butternuts,
Morris, Otsego, Oneonta, Laurens, Milford,
Maryland, Worcester

Montgomery County - Townships of Florida,
Amsterdam, Charleston, Glen, Mohawk, Root

Fulton County - Townships of Broadalbin, Mayfield,
Northampton, Bleecker, Johnstown

Hamilton County - Townships of Hope, Benson,
Wells

East to and including Berkshire County in
Massachusetts and Bennington County in
Vermont

IronWorkers Local 33 TERRITORY

ALLEGHANY- Birdsall, Burns, Grove, Middlesex

CHEMUNG- Entire County

GENESEE- Batavia, Bergen, Bethany, Byron, Elba, Leroy, Oakfield, Pavillion, Stafford

LIVINGSTON- Entire County

MONROE- Entire County

ONTARIO- Entire County

ORLEANS- Barre, Carlton, Clarendon, Gaines, Kendall, Murray

SCHUYLER- Dix, Orange, Reading, Tyron

STEUBEN- Addison, Avoca, Bath, Bradford, Cameron, Campbell, Caton, Cohocton, Corning, Dansville, Erwin, Hornby, Lindley, Plattsburg, Pulteney, Rathbone, Thurston, Tuscarora, Urbana, Wayland, Wayne, Wheeler, Woodhull

WAYNE- Arcadia, Lyons, Macedon, Marion, Ontario, Palmyra, Sodus, Walworth, Williamson

WYOMING- Castile, Covington, Middlebury, Perry

YATES- Barrington, Benton, Italy, Jerusalem, Middlesex, Milo, Potter, Starkey, Torre

GEOGRAPHICAL JURISDICTION OF IRON WORKERS LOCAL 60 COVERED BY THIS AGREEMENT

Local Union No. 60

Broome County – all

Cayuga County – all

Cortland County – all

Onondaga County – all

Oswego County – all

Seneca County – all

Tioga County – all

Tompkins County – all

Chenango County – Townships of Lincklaen, Otselic, Pitcher, Pharsalia, German, McDonough, Preston, Norwich, Smithville, Oxford, Guilford, Green, Coventry, Bainbridge, Afton

Jefferson County – Townships of Alexandria, Theresa, Clayton, Orleans, Cape Vincent, Lyme, Brownville, Pamela, LeRay, Housfield, Watertown, Rutland, Adams, Henderson, Rodman, Ellisburg, Lorrain, Worth

Madison County – Townships of Sullivan, Lenox, Lincoln, Fenner, Smithfield, Cazenovia, Nelson, DeRuyter, Georgetown

Schuyler County – Townships of Cayuta, Catharine, Hector, Montour

Wayne County – Townships of Galen, Savannah, Rose, Butler, Huron, Wolcott

GEOGRAPHICAL JURISDICTION OF IRON WORKERS LOCAL NO. 440
COVERED BY THIS AGREEMENT

FRANKLIN COUNTY, NEW YORK - ENTIRE COUNTY
HERKIMER COUNTY, NEW YORK - ENTIRE COUNTY
LENIS COUNTY, NEW YORK - ENTIRE COUNTY
ONEIDA COUNTY, NEW YORK - ENTIRE COUNTY
ST. LAWRENCE COUNTY, NEW YORK - ENTIRE COUNTY
CHEMUNG COUNTY, NEW YORK - TOWNSHIPS OF:

Columbia	Plymouth
New Berlin	Sherburne
North Norwich	Smyrna

FULTON COUNTY, NEW YORK - TOWNSHIPS OF:

Caroga	Oppenheim
Ephraeta	Stratford

HAMILTON COUNTY, NEW YORK - TOWNSHIPS OF:

Arietta	Long Lake
Indian Lake	Morehouse
Lake Pleasant	

JEFFERSON COUNTY, NEW YORK - TOWNSHIPS OF:

Antwerp	Philadelphia
Champion	Wilna

MADISON COUNTY, NEW YORK - TOWNSHIPS OF:

Brookfield	Hudson
Caton	Oneida
Hamilton	Stockbridge
Lebanon	

MONTGOMERY COUNTY, NEW YORK - TOWNSHIPS OF:

Conajoharie	Palatina
Minden	St. Johnsville

OTSEGO COUNTY, NEW YORK - TOWNSHIPS OF:

Burlington	Otsego
Cherry Valley	Pittsfield
Coatsburg	Plainfield
Edmeston	Richfield
Exeter	Roseboom
Hartwick	Saratoga
Middlefield	Wellsford
New Lisbon	Westford

Iron Workers Local No. 6
Collective Bargaining Agreement
May 1st, 2018 thru April 30th, 2021

EFFECTIVE July 1st, 2018 to June 30th, 2019 THE WAGE RATES FOR THE VARIOUS CLASSIFICATIONS OF IRONWORKERS,
EMPLOYED IN THE JURISDICTION OF IRONWORKERS LOCAL NO. 6 BUFFALO, NEW YORK ARE AS FOLLOWS

CLASSIFICATIONS

7/1/18

Structural Ironworkers	\$30.58	\$58.57 (Total Package)
Ornamental Ironworkers	\$30.58	\$58.57 (Total Package)
Curtain Wall Erectors	\$30.58	\$58.57 (Total Package)
Reinforcing Ironworkers	\$30.58	\$58.57 (Total Package)
Welders	\$30.58	\$58.57 (Total Package)
Riggers & Machinery Movers	\$30.58	\$58.57 (Total Package)
Pre Punch Window Installer	\$28.23	\$56.22 (Total Package)
Fence Erectors	\$29.15	\$55.64 (Total Package)
Foreman	\$32.58	\$60.57 (Total Package)
Foreman with Training	\$33.58	\$61.57 (Total Package)
General Foreman-minimum	\$33.58	\$61.57 (Total Package)
General Foreman with Training	\$34.58	\$62.57 (Total Package)

Rates Effective 07/01/2018 thru 06/30/2019

Employer Contributions –

Fringe Benefits

Fence Erectors

Pension	\$5.58	\$5.58
Supp. Med & Sub Pay Plan	\$12.79	\$11.29
IMPACT & Organizing	\$0.30	\$0.30
Joint App. Training and J.R.T	\$0.65	\$0.65
UIWEA	\$0.07	\$0.07
Profit Sharing Plan	\$7.80	\$7.80
IWECT	\$0.80	\$0.80
Total Contributions	\$27.99	\$26.49

*** All benefits are to be paid for the hours that are worked ***

Apprentice Package – July 1st, 2018-June30th, 2019

	<i>Wages</i>	<i>Profit Sharing</i>	<i>Pension</i>	<i>Supp. Med & Sub Pay</i>	<i>Fringes</i>	<i>Total Package</i>
<i>1st year:</i>	\$16.50	NONE	NONE	\$10.00	JAT/JRT = \$0.65	\$28.32
<i>2nd Year</i>	\$18.50	70% \$5.46	70%=\$3.91	\$10.00	IWECT = \$0.80	\$39.69
<i>3rd year:</i>	\$20.50	80% \$6.24	80%=\$4.46	\$10.00	IMPACT = \$0.30	\$43.02
<i>4th year:</i>	\$22.50	90% \$7.02	90%=\$5.02	\$10.00	UIEWA = \$0.07	\$46.36

Payroll Deductions

Apprentice Dues Deduction: \$1.72

Journeyman Dues Deduction: \$2.37

Following are the Travel Expenses Per Day (from City Hall, Downtown Buffalo)

\$2.00 from 10 Miles to the 20 mile radius	\$6.00 from 30 mile to the 40 mile radius
\$4.00 from 20 miles to the 30 mile radius	\$8.00 beyond the 40 mile radius

Parking: In the downtown area where free parking or on the street parking is not available. Then the employer, upon the furnishing of a receipt, will pay the automobile parking fee for all employees covered by the agreement. When employer chooses to furnish parking, then such parking must be within (3) block area of the job site. The downtown area is defined as the area within the following boundary: Elmwood Avenue north to North Street, east on North Street to Michigan Avenue, south on Michigan Avenue to Seneca Street, west on Seneca Street to Upper Terrace, Northerly on Upper Terrace to Elmwood Avenue

IRON WORKERS LOCAL 9

412 39TH Street, Niagara Falls, NY 14303

Phone (716) 285-5738 Fax (716) 285-5739

JOURNEYMEN WAGE RATES

<u>CLASSIFICATIONS</u>	<u>07/01/18-06/30/19</u>
Structural	30.50
Ornamental/Window/Curtain Wall	30.50
Reinforcing	30.50
Rigger & Machinery Mover	30.50
Fence Erectors	30.50
Pre-Cast Erector	30.50
Welder	30.50
Foreman	34.40
General Foreman	34.80

FRINGE BENEFIT CONTRIBUTIONS

Welfare Fund	9.80 per hour
Pension Fund	10.10 per hour
Apprentice Training Fund	1.35 per hour
Annuity Fund/Supplemental Benefit Fund	5.25 per hour
I.A.P. (Industry Advancement Program)	.07 per hour
IWECT (Iron Workers Employer Co-op Trust)	1.56 per hour
IMPACT- Included in IWECT Contribution on Remittance Form (\$1.75)	<u>.19</u> per hour
	28.32 per hour

APPRENTICESHIP RATES & BENEFITS

	<u>Wage</u>	<u>Pension</u>	<u>Welfare</u>	<u>ATF</u>	<u>IWECT</u>	<u>IAP</u>
1st Year	16.50	XXX	10.00	.40	.60	.07
2nd Year	18.50	7.07	10.00	.40	.60	.07
3rd Year	20.50	8.08	10.00	.40	.60	.07
4th Year	22.50	9.09	10.00	.40	.60	.07

DEDUCT FROM RATE

(For Journeymen & Apprentices)

Savings Plan 2.00 per hour
(Per Member Request **ONLY**) Deducted from wage.

Dues Check-Off 2.94 per hour



IRONWORKERS LOCAL #33 -154 Humboldt Street, Rochester, NY 14610
 (585) 288-2630 FAX (585) 288-3115
 Email: Local33@frontiernet.net Website: www.ironworkers33.org

<u>LOCAL #33 Rates</u>	<u>5/1/17</u>	<u>7/1/18</u>	<u>1/1/19</u>
Structural Ironworker	\$27.10	\$27.40	\$27.65
Ornamental Ironworker	\$27.10	\$27.40	\$27.65
Reinforcing Ironworker	\$27.10	\$27.40	\$27.65
Machinery Mover/Rigger	\$27.10	\$27.40	\$27.65
Pre-Engineered Building	\$27.10	\$27.40	\$27.65
Sheeter	\$27.35	\$27.65	\$27.90
Stone Derrick Man	\$27.10	\$27.40	\$27.65
Fence Erector	\$27.10	\$27.40	\$27.65
Pre-Cast Concrete Erector	\$27.10	\$27.40	\$27.65
Welder	\$27.10	\$27.40	\$27.65
Window & Curtain wall Erector	\$27.10	\$27.40	\$27.65
Foreman	\$30.10	\$30.40	\$30.65
General Foreman	\$31.10	\$31.40	\$31.65

JOURNEYMAN FRINGE BENEFITS-CONTRIBUTIONS-DEDUCTIONS PAID ON HOURS WORKED

(Effective July 1 st , 2018)	Welfare: \$2.15 WRA Included & \$8.55 Welfare =	\$10.70
	Pension	\$ 9.70
	Medical Supplemental/Annuity	\$ 4.34
	IWECT	\$ 1.60
	IMPACT (included in IWECT contribution on remittance form \$1.80 total)	\$.20
	Industry Advancement Program (paid by contractor)	\$.07
	Training Fund	\$ 1.00
	Building Fund	\$.25
	TOTAL:	\$27.86
	DUES-(deduction) (of gross wages)	6%

APPRENTICESHIP WAGE SCHEDULE

(Effective July 1st, 2018)

	Wages	Pension (% of JIW pension contribution)	Welfare (per hour)
1st year	\$ 16.50	NONE	\$10.00
2nd year	\$ 18.50	70% (\$6.79)	\$10.00
3rd year	\$ 20.50	80% (\$7.76)	\$10.00
4th year	\$ 22.50	90% (\$8.73)	\$10.00

Training Fund for Apprentices-\$.60 cents per hour
 IWECT for Apprentices-\$.60 cents per hour
 Industry Advancement Program-\$.07 cents per hour
 Dues (deduction) (of gross wages)-6%
 Show-up Time-(Journeyman & Apprentices) \$30 per hour (EXPENSE)



Structural, Ornamental & Reinforcing Iron Workers

LOCAL UNION NO. 60

Gary Robb
Business Manager
busmgr@ironworkers60.org

500 West Genesee Street
Syracuse, NY 13204
Tel: 315 422-8209 or 315 471-3413
Fax: 315 478-2630

WAGE SCHEDULE

Effective with the start of the first full payroll period starting on or after **July 1, 2018**, in the entire Local 60 jurisdiction, the wage and fringe rates shall be:

<u>CLASSIFICATION</u>	<u>7/1/18</u>	<u>1/1/19</u>	<u>7/1/19</u>	<u>1/1/20</u>	<u>7/1/20</u>	<u>1/1/21</u>
			+1.25*	+.25*	+1.25*	+.50*
Structural	\$29.50	\$29.75				
Ornamental & Curtain Wall/Window	29.50	29.75				
Reinforcing	29.50	29.75				
Machinery Mover & Rigger	29.50	29.75				
Pre-Engineered Bldg. Erector	29.50	29.75				
Fence Erector (Chain Link/Security)	29.50	29.75				
Stone Derickman/Precast Erector	29.50	29.75				
Welder	29.50	29.75				
Foreman	32.50	32.75				
General Foreman	34.50	34.75				

JOURNEYMAN FRINGES

Benefit Fund	\$15.00
Pension Fund	\$10.60
Education & Training	.75
Dues Check-off (Deduct % of gross wages)	6.00%
IAP	.07

APPRENTICE WAGE & FRINGE SCHEDULE SHALL BE:

		<u>7/1/18</u>	<u>1/1/19</u>	<u>7/1/19</u>	<u>1/1/20</u>	<u>7/1/20</u>	<u>1/1/21</u>
1 ST Year \$16.50	Benefit Fund	\$10.00	\$10.00	\$10.25	\$10.25	\$10.50	\$10.50
2 nd Year \$18.50	Education & Training	.75	.75	.75	.75	.75	.75
3 rd Year \$20.50	Dues(% of Gross)	6.00%	6.00%	6.00%	6.00%	6.00%	6.00%
4 th Year \$22.50							

APPRENTICE PENSION CONTRIBUTION SHALL BE:

1 ST Year \$	No Contribution
2 nd Year \$	\$ 7.42
3 rd Year \$	8.48
4 th Year \$	9.54
IAP	.07

*TBA -To be Allocated

Printed in House...WageRates7-1-18

International Association of
Bridge, Structural, Ornamental and Reinforcing Iron Workers

Thomas F. Throck, ESQ./IAM
 Local 440
 10 Main St. Suite 100
 Whitehouse, New York 13492
 Phone: (315) 735-4531
 Fax: (315) 735-4228



AMERICAN WMA-485-640

Mike Tarasco, President
 Local 440
 10 Main St. Suite 100
 Whitehouse, New York 13492
 Phone: (315) 735-4531
 Fax: (315) 735-4228

JOURNEYMAN WAGE RATES

	<u>EFFECTIVE 7/1/2018</u>	<u>EFFECTIVE 1/1/2019</u>
Structural Iron Worker	\$28.00	\$28.25
Ornamental Iron Worker	\$28.00	\$28.25
Reinforcing Iron Worker	\$28.00	\$28.25
Machinery Mover & Rigger	\$28.00	\$28.25
Frame Erector	\$20.00	\$28.25
Stone Derrick Man	\$28.00	\$28.25
Pre-Engineered Buildings	\$28.00	\$28.25
Window Erector	\$28.00	\$28.25
Pre-Cast Erector	\$28.00	\$28.25
Welder	\$20.00	\$28.25
Foreman	\$30.00	\$30.25 \$1.00 more with Foreman training
General Foreman	\$31.00	\$31.25 \$1.00 more with Foreman training

JOURNEYMAN FRINGE BENEFITS - CONTRIBUTIONS/DEDUCTIONS PAID ON HOURS WORKED

Health & Welfare	\$0.50	
Pension	\$10.25	
I.W.O.G.T.	\$1.00	
Impact	\$0.17	Inc. in \$1.25 IMECT on maintenance form
Annuity/Supplemental	\$6.28	
Education & Training	\$0.85	
Industry Advancement	\$0.07	
Dues Assessment/Dues check-off Deduction	7.00%	

APPRENTICE WAGE SCHEDULE

1st Year (0-1000 hours)	\$16.50
2nd Year (1001-2000 hours)	\$18.50
3rd Year (2001-3000 hours)	\$20.50
4th Year (3001-4000 hours)	\$22.50

APPRENTICE FRINGE BENEFITS

Dues assessment/Dues check-off 4.80%

	<u>Health & Welfare</u>	<u>Pension</u>	<u>Edu./Train.</u>	<u>IMECT</u>	<u>IAP</u>
1st Year	\$10.00	None	\$0.40	\$1.80	\$0.07
2nd Year	\$10.00	\$7.10	\$0.40	\$0.80	\$0.07
3rd Year	\$10.00	\$8.20	\$0.40	\$0.80	\$0.07
4th Year	\$10.00	\$9.25	\$0.40	\$0.80	\$0.07

* Apprentice Pension Contribution is percentage of Journeyman Rate



**INTERNATIONAL ASSOCIATION
OF
Bridge, Structural and Ornamental
Ironworkers
LOCAL UNION NO. 12
ALBANY AND VICINITY**

890 THIRD STREET
1ST FLOOR
ALBANY, NEW YORK 12206
TELEPHONE 518-435-0470
FAX 518-435-0043

Journeyman Wage & Fringe Benefit Schedule

****Effective July 1, 2018 - June 30, 2019****

Employee Wages		Fringe Benefits - Employer Contribution	
Classification	Hourly Wage	Classification	Hourly Rate
Structural Ironworker	\$31.00	Ironworkers Local 12 Welfare	\$6.50
Ornamental Ironworker	\$31.00	Ironworkers Local 12 Supplemental Pension	\$13.13
Rodman	\$31.00	Ironworkers Local 12 Annuity	\$3.65
Sheeter	\$31.25	Ironworkers Local 12 Education & Training	\$1.15
Machinery Mover & Rigger	\$31.00	Ironworkers Local 12 Employers Cooperative Trust	\$1.08
Fence Erector	\$31.00	Ironworkers District Council of Western N.Y. & Vicinity	\$2.38
Reinforcing Ironworker	\$31.00	Industry Advancement	\$0.07
Stone Derrickman	\$31.00	I.M.P.A.C.T.	\$0.22
Precast Erector	\$31.00		
Welder	\$31.00		
Curtainwall & Metal Window Installer	\$31.00		
Foreman	\$33.00	← \$1.00 more w/Foreman Training	
General Foreman	\$34.00	← \$1.00 more w/Foreman Training	
Superintendent	\$35.00	← \$1.00 more w/Foreman Training	

Employee Payroll Deduction

Classification	Hourly Rate
Work Assessments	\$1.55

For more information, please contact:

Michael C. Peters Sr.
Business Manager/FST
Phone: (518) 435-0470
Fax: (518) 435-0043



**INTERNATIONAL ASSOCIATION
OF
Bridge, Structural and Ornamental Ironworkers
LOCAL UNION NO. 12
ALBANY AND VICINITY**

890 THIRD STREET
1ST FLOOR
ALBANY, NEW YORK 12206
TELEPHONE 518-435-0470
FAX 518-435-0043

Apprentice Wage & Fringe Benefit Schedule

Effective July 1, 2018 - June 30, 2019

**Fringe Benefits
Employer Contributions**

Year	Hourly Wage	Ironworkers Local No. 12 Pension	Ironworkers Local No. 12 Welfare	Ironworkers Local No. 12 Annuity	Ironworkers Local No. 12 Education & Training	Ironworkers Local No. 12 Employers Cooperative Trust	Ironworkers District Council of Western New York & Vicinity	Industry Advance ment
1st	\$16.50	\$0.00	\$6.75	\$3.25	\$0.40	\$0.60	\$0.00	\$0.07
2nd	\$18.50	\$9.19	\$6.75	\$3.25	\$0.40	\$0.60	\$1.67	\$0.07
3rd	\$20.50	\$10.50	\$6.75	\$3.25	\$0.40	\$0.60	\$1.90	\$0.07
4th	\$22.50	\$11.82	\$6.75	\$3.25	\$0.40	\$0.60	\$2.14	\$0.07

Employee Payroll Deduction

Year	Work Assessment
1st	\$0.00
2nd	\$0.93
3rd	\$1.03
4th	\$1.13

For more information, please contact:

Michael C. Peters Sr.
Business Manager/FST

John R. Bissaillon
President/JAC Coordinator

Scott C. Allen
Vice-President/JAC Coordinator

Phone: (518) 435-0470
Fax: (518) 435-0043