

LOCAL 32BJ CONTRACT VICTORY!

West Essex, Meadowlands, Morris, Middlesex, Union, Passaic, Monmouth, Somerset, Hunterdon

BIG RAISES EVERYWHERE *MORE FULL-TIME/HEALTH CARE FOR PART-TIMERS * HEALTH CARE PROTECTED

The Local 32BJ Bargaining Committee has reached a tentative agreement for a new commercial contract. By standing together we won a new 4-year agreement that creates more full-time jobs, raises our pay, and protects our benefits.

PAY INCREASES – Statewide wages go up between 12% and 22% ranging from \$11.50 – \$14.00 per hour.

HEALTH CARE – ALL 400,000 Square foot buildings will now be required to pay full-time healthcare to all employees by the end of the agreement. Also, we protected our benefits and maintained our health insurance 100% employer

Full-time members													
	2007			By Oct 2008			By Oct 2009			By Oct 2010			By Oct 2011 All
	Mdl	Essex	Rest	Mdl	Essex	Rest	Mdl	Essex	Rest	Mdl	Essex	Rest	
Hourly pay rate	\$10.50	\$10.30	\$10.10	\$10.90	\$10.75	\$10.60	\$11.30	\$11.20	\$11.10	\$11.65	\$11.60	\$11.55	\$12.00
Health care	3.14			3.25			3.34			3.42			3.51
Legal, Training	.18			.19			.19			.19			.19
Paid Time off	.75			.77			.79			.82			.84
TOTAL per hour (at year end)	\$14.37 (Avg)			\$14.96 (Avg)			\$15.52 (Avg)			\$16.03 (Avg)			\$16.54 (Avg)
TOTAL per year (at year end)	\$29,890			\$31,117			\$32,282			\$33,342			\$34,403

Part-time Members going Full-Time													
	2007			By Oct 2008			By Oct 2009			By Oct 2010			By Oct 2011 All
	Mdl	Essex	Rest	Mdl	Essex	Rest	Mdl	Essex	Rest	Mdl	Essex	Rest	
Hourly pay rate	\$10.50	\$10.30	\$10.10	\$10.90	\$10.75	\$10.60	\$11.30	\$11.20	\$11.10	\$11.65	\$11.60	\$11.55	\$12.00
Health care	.46			.23			.23			.57			.57
Legal, Training	.36			.38			.38			.19			.19
Paid Time off	.82			.85			.89			.82			.84
TOTAL per hour (at year end)	\$11.36 (Avg)			\$12.25 (Avg)			\$12.81 (Avg)			\$16.03 (Avg)			\$16.54
TOTAL per year (at year end)	\$11,814			\$12,740			\$13,322			\$32,701			\$34,403

Part-time Members													
	2007			By Oct 2008			By Oct 2009			By Oct 2010			By Oct 2011 All
	Mdl	Essex	Rest	Mdl	Essex	Rest	Mdl	Essex	Rest	Mdl	Essex	Rest	
Hourly pay rate	\$10.50	\$10.30	\$10.10	\$10.90	\$10.75	\$10.60	\$11.30	\$11.20	\$11.10	\$11.65	\$11.60	\$11.55	\$12.00
Health care	.46	.23	.23	.57	.57	.40	.68	.68	.57	.79	.79	.73	.90
Legal, Training	.36			.38			.38			.38			.38
Paid Time off	.82			.85			.89			.92			.96
TOTAL per hour (at year end)	\$11.36 (Avg)			\$12.25 (Avg)			\$12.81 (Avg)			\$13.69			\$14.24
TOTAL per year (at year end)	\$11,814			\$12,740			\$13,322			\$14,238			\$14,810

Contract Improvements

Bumping allowed in case of lay-off: You can now bump into another building if there is a lay-off and you have sufficient seniority.

Leave of Absence: In case of illness or Injury you can now take a leave of absence up to 6 months instead of just 4 months.

Health and Safety: We now have language that protects you on the job from unsafe work conditions.

Vacation Pay: The Company is now required to give the Union a list of all vacation pay owed when contractor is changed. Also, the Company is now required to give you your vacation pay in advance.