

Commercial Contract 2007

LOCAL 32BJ CONTRACT VICTORY!

Bergen and Mercer Counties

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 our health insurance is still 100% employer-paid. We also won dental, vision, drug and life insurance benefits for all part-time members!

Full-Time Members					
	2007	By Oct 2008	By Oct 2009	By Oct 2010	By Oct 2011
Hourly pay rate	\$9.75	\$10.20	\$10.60	\$11.05	\$11.50
Health care	3.14	3.25	3.34	3.42	3.51
Legal, Training	.18	.19	.19	.19	.19
Paid Time off	.57	.60	.63	.66	.69
TOTAL per hour (at year end)	\$13.64	\$14.24	\$15.25	\$15.32	\$15.89
TOTAL per year (at year end)	\$28,371	\$29,640	\$31,720	\$30,866	\$33,051

Part-time members going full-time					
	2007	By Oct 2008	By Oct 2009	By Oct 2010	By Oct 2011
Hourly pay rate	\$9.75	\$10.20	\$10.60	\$11.05	\$11.50
Health care	0	.23	.45	3.42	3.51
Legal, Training	.36	.38	.38	.19	.19
Paid Time off	.76	.81	.84	.66	.69
TOTAL per hour (at year end)	\$10.87	\$11.62	\$12.27	\$15.32	\$15.89
TOTAL per year (at year end)	\$11,305	\$12,085	\$12,761	\$31,866	\$33,051

Part-Time Members					
	2007	By Oct 2008	By Oct 2009	By Oct 2010	By Oct 2011
Hourly pay rate	\$9.75	\$10.20	\$10.60	\$11.05	\$11.50
Health care	0	.23	.45	.68	.90
Legal, Training	.36	.38	.38	.38	.38
Paid Time off	.76	.81	.84	.88	.91
TOTAL per hour (at year end)	\$10.87	\$11.62	\$12.27	\$12.99	\$13.69
TOTAL per year (at year end)	\$11,305	\$12,085	\$12,761	\$13,510	\$14,238

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.

