

LOCAL 32BJ CONTRACT VICTORY!

Newark, New Jersey

BIG RAISES EVERYWHERE

MORE FULL-TIME/HEALTH CARE FOR PART-TIMERS

PENSION ESTABLISHED IN NEWARK & WATERFRONT

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

Employer Hourly Costs for Our Wages and Benefits

	2007	By Oct 2008	By Oct 2009	By Oct 2010	By Oct 2011
Hourly pay rate	\$12.50	\$12.90	\$13.30	\$13.70	\$14.00
Health care	3.14	3.25	3.34	3.42	3.51
Health Care - TS Preferred**	3.48	4.10	4.56	5.02	5.49
Pension	0	0	0	.29*	.29
Legal, Training	.18	.19	.19	.19	.19
Paid Time off	.75	.77	.79	.82	.84
TOTAL per hour (at year end)	\$16.57 or \$16.93**	\$17.11 or \$17.96**	\$17.62 or \$18.84**	\$18.42 or \$20.02**	\$18.83 or \$20.81**
TOTAL per year (at year end)	\$34,465 or \$35,214**	\$35,588 or \$37,357**	\$36,650 or \$39,187**	\$38,314 or \$41,642**	\$39,166 or \$43,285**

*Effective January 1, 2010

**Includes Tri-State Preferred rates

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.

