

LOCAL 32BJ CONTRACT VICTORY!**A PAY RAISE IN EVERY YEAR
HEALTH CARE AND PENSION PROTECTED**

The Local 32BJ Bargaining Committee has reached a tentative agreement for a new residential contract. By standing together—strong and united—we won a new 4-year agreement that raises our pay and protects our benefits.

CONTRACT HIGHLIGHTS

- **PAY INCREASES** - Wages go up 8.5%, from \$17.94 an hour to \$19.46 an hour.
- **WEEKLY INCREASES**

	OCT 2006	JULY 2007	JAN 2008	JULY 2008	APR 2009	OCT 2009
Porters	\$10.00	\$10.00	\$10.00	\$10.00	\$10.50	\$10.50
Supers	13.00	11.00	11.00	13.00	11.50	11.50
Handymen	12.00	11.00	11.00	12.00	11.50	11.50

- **HEALTH CARE** - Benefits protected and health insurance 100% employer-paid
- **RETIREMENT** - Increased employer payments to guarantee our pensions. Employers continue contributing to our 401(k) accounts.

EMPLOYER HOURLY COSTS FOR OUR WAGES AND BENEFITS

	2006		2007	2008		2009	
	APRIL	OCT	JULY	JAN	JULY	APR	OCT
Hourly pay rate	\$17.94	\$18.19	\$18.44	\$18.69	\$18.94	\$19.20	\$19.46
Health care	4.69		5.19	5.69		6.19	
Pension	1.24		1.47	1.62		1.77	
401(K), Legal, Training	.43		.43	.43		.43	
TOTAL per hour (at year end)	\$24.55		\$25.53	\$26.68		\$27.85	
TOTAL per year (at year end)	\$51,064		\$53,102	\$55,494		\$57,928	

NO GIVEBACKS!

What employers wanted:	What we won:
PAY: NO pay raise for the first 12 months	A \$10 a week raise on October, 2006
HEALTH CARE: <ul style="list-style-type: none"> • 32BJ members pay 15% a year—or about \$1,500—of our health insurance • Co-pays more than doubled 	<ul style="list-style-type: none"> • 32BJ members & our families kept our health insurance 100% employer-paid • Our co-pays stay the same
RETIREMENT: <ul style="list-style-type: none"> • FREEZE our pension—No matter how many years you work in the industry, your pension would NEVER go up • END to employer payments to our 401(k) 	<ul style="list-style-type: none"> • Employers' payments increased to keep our pension secure. You keep building pension credits and the maximum pension is \$1,250 a month. • Employers continue to contribute \$10 a week per member (after 2 years on the job)

CONTRACT RATIFICATION:

The full terms of the new contract and the ratification ballot will be mailed to all residential members.

