



Commercial Contract 2023

32BJ NEW JERSEY CONTRACT VICTORY



Your 32BJ Bargaining Committee has reached a tentative agreement for a new commercial contract!



STRONG WAGE INCREASES
FOR ALL



PRESERVED HEALTH BENEFITS
NO PREMIUM SHARING



IMPROVED CONTRACT
LANGUAGE

WAGE INCREASES EVERY YEAR					
	10/1/2024	10/1/2025	10/1/2026	10/1/2027	Total
Newark & Waterfront	\$ 1.00	\$ 1.00	\$ 0.40	\$ 0.85	\$ 3.25
North Jersey Suburbs*	\$ 1.00	\$ 1.00	\$ 0.40	\$ 0.85	\$ 3.25
South Jersey	\$ 1.00	\$ 0.75	\$ 0.75	\$ 1.00	\$ 3.50

**North Jersey Suburbs includes Bergen and Mercer*

See the back of the flyer for your new wage and benefit scale for the life of the contract!



OTHER CONTRACT VICTORIES

- Expanded pensions to workers in New Jersey Suburbs starting year 3 of the contract
- Increased pension amounts for Newark and Hudson Waterfront workers in year 1
- Added Juneteenth as a paid holiday
- Won sign one, sign all
- Won extended recall rights in case of layoffs or immigration issues – up to 12 months
- Won the Training Fund for new hires without any waiting period
- Improved protections in case of building closures
- Use of cell phone apps is optional, not mandatory
- Protected anti-discrimination language
- Protected our 100% employer paid healthcare
- Protected against employer's proposal to remove sexual assault protections
- Protected our reduction in force language, requiring employers to bargain before any reduction
- Protected against employers arbitrarily changing workweek and hours

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Revised

UPDATED EMPLOYER COSTS FOR OUR WAGES AND BENEFITS

New Jersey Suburbs					Newark & Hudson Waterfront				
	2024	2025	2026	2027		2024	2025	2026	2027
Full Time					Full Time				
Wages*	\$19.00	\$20.00	\$20.40	\$21.25	Wages	\$20.55	\$21.55	\$21.95	\$22.80
Health	\$7.30	\$7.58	\$8.07	\$8.56	Health	\$7.30	\$7.58	\$8.07	\$8.56
Pension	--	--	\$0.38	\$0.38	Pension	\$0.83	\$0.83	\$0.83	\$0.83
Training	\$0.09	\$0.09	\$0.09	\$0.09	Training	\$0.09	\$0.09	\$0.09	\$0.09
Legal	\$0.01	\$0.08	\$0.08	\$0.01	Legal	\$0.01	\$0.08	\$0.08	\$0.01
Total Hourly Costs**	\$26.40	\$27.75	\$29.02	\$30.28	Total Hourly Costs**	\$28.78	\$30.13	\$31.02	\$32.28
Total Annual Costs**	\$54,910	\$57,729	\$60,372	\$62,992	Total Annual Costs**	\$59,860	\$62,679	\$64,531	\$67,152
Part Time					Part Time				
Wages	\$19.00	\$20.00	\$20.40	\$21.25	Wages	\$20.55	\$21.55	\$21.95	\$22.80
Health	\$0.90	\$0.90	\$0.90	\$0.90	Health	\$0.90	\$0.90	\$0.90	\$0.90
Pension	--	--	\$0.38	\$0.38	Pension	\$0.83	\$0.83	\$0.83	\$0.83
Training	\$0.19	\$0.19	\$0.19	\$0.19	Training	\$0.19	\$0.19	\$0.19	\$0.19
Legal	\$0.01	\$0.17	\$0.17	\$0.01	Legal	\$0.01	\$0.17	\$0.17	\$0.01
Total Hourly Costs**	\$19.25	\$20.10	\$21.25	\$22.03	Total Hourly Costs**	\$22.48	\$23.63	\$24.03	\$24.73
Total Annual Costs**	\$20,902	\$22,105	\$22,916	\$23,637	Total Annual Costs**	\$23,377	\$24,580	\$24,996	\$25,716
South Jersey									
	2024	2025	2026	2027					
Full Time									
Wages*	\$17.00	\$17.75	\$18.50	\$19.50					
Health	\$7.30	\$7.58	\$8.07	\$8.56					
Training	\$0.09	\$0.09	\$0.09	\$0.09					
Legal	\$0.01	\$0.08	\$0.08	\$0.01					
Total Hourly Costs**	\$24.40	\$25.50	\$26.74	\$28.15					
Total Annual Costs**	\$50,750	\$53,049	\$55,629	\$58,561					
Part Time									
Wages	\$17.00	\$17.75	\$18.50	\$19.50					
Training	\$0.19	\$0.19	\$0.19	\$0.19					
Legal	\$0.01	\$0.17	\$0.17	\$0.01					
Total Hourly Costs**	\$17.20	\$18.10	\$18.85	\$19.70					
Total Annual Costs**	\$35,771	\$37,658	\$39,218	\$40,971					

*Wage increases happen on October 1st of each year. All benefit rates are effective January 1 each year.

**Based on year-end rates. Does not include cost of paid time off, consisting of vacation, holidays and sick days.