

United Cement Masons' Union

LOCAL No. 780

OF GREATER NEW YORK AND LONG ISLAND

of the O.P. & C.M.I.A. of United States and Canada

150-50 14TH ROAD, SUITE 4, WHITESTONE, NEW YORK 11357

Phone (718) 357-3750 Fax (718) 357-2057



October 1, 2020

Re: Wage / Benefit Increase as of October 1, 2020

To Whom It May Concern:

Enclosed please find the new wage and benefit rates as of October 1, 2020 through June 30, 2022. If you are in need of further information, please feel free to contact at the above.

Fraternally yours,

A handwritten signature in black ink, appearing to read "Michael Rendina".

Michael Rendina

President

A handwritten signature in black ink, appearing to read "Gino Castignoli".

Gino Castignoli

Financial Secretary/Business Manager

GC:AG
Enclosures

MICHAEL RENDINA *President* • **GINO CASTIGNOLI** *Fin. Secy/Bus. Manager*
Business Agents **EDDIE BARBARIA** • **FRANK MARTORANO** • **JOSEPH FERRI**

Affiliated with the Building Trades Department of the American Federation of Labor, - New York State Building and Construction Trades Council, - Building and Construction Trades Council of Greater New York City and Vicinity, - Nassau and Suffolk Counties Building Trades, - Building and Construction Trades of Westchester and Putnam Counties, - The Bronx, Brooklyn, Manhattan, Queens and Staten Island Boards of Business Agents, - New York State Federation of Labor, - Concrete Trades Alliance of Greater New York, - New York State, Massachusetts, Rhode Island Conference of the O.P. & C.M.I.A., the NorthEast Conference of the O.P. & C.M.I.A. - Building and Construction Trades Council of Rockland County - The Concrete Alliance, Inc.

Michael Rendina, President
Business Agents
Edward Barbaria
Frank Martorano
Joseph Ferri
UNITED CEMENT MASONS' UNION
LOCAL 780, O.P. & C.M.I.A.
 Affiliated with American Federation of Labor
INDEPENDENT CONTRACTORS
Gino Castignoli **150-50 14th Road – Suite 4**
Fin. Secretary/Bus. Manager **Whitestone, N.Y. 11357**
Hours 7:30 A.M. – 3:30 P.M.
Phone: 718-357-3750 **Fax: 718-357-2057**

October 1, 2020 – June 30, 2022

The \$3.09 Check-off, \$0.87 Int'l Check-off, \$0.50 Organize, & \$0.05 Ed Fund will be paid to Local 780 for every straight, overtime, & double time hour worked.

Admin Fees	\$ 0.60 per Hour
Organize	\$ 0.50 per Hour
Check-off	\$ 3.09 per Hour
Int'l Check-off	\$ 0.87 per Hour
Ed Fund	\$ 0.05 per Hour
Vacation	\$ 7.00 per Hour
Welfare	\$11.66 per Hour
Pension	\$ 9.25 per Hour
APPR	\$ 1.10 per Hour
I.A.P.	\$ 0.32 per Hour
Annuity	\$12.00 per Hour
780 LMT	\$ 0.15 per Hour
TOTAL	\$46.59 per Hour

- Overtime shall be paid at the rate of one & one half for the first 2 hours (Double time after).
- Saturday shall be paid at the rate of one & one half for the first 10 hours (Double time after 10 hours).
- Sunday & Recognized Holidays will be paid at double time.
- Pension & Welfare will be paid at double time for every overtime hour worked.

(OVER)

**JOURNEY PERSON
WAGE SCALE AS OF
October 1, 2020 to June 30, 2022**

Recognized Holidays in addition to Saturday & Sunday
New Years Day, Columbus Day, President's Day, Election Day (in Presidential years),
Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day
(Subject to change with notice)

Overtime shall be paid at the rate of one & one half for the first 2 hours
(Double time after).

Saturday shall be paid at the rate of one & one half for the first 10 hours
(Double time after 10 hours).

Sunday & Recognized Holidays will be paid at double time.

Pension & Welfare will be paid at double time for every overtime hour worked.

Including \$3.09 per hour Check-off
Including \$0.87 per hour Int'l Check-off
Including \$7.00 per hour Vacation
Including \$0.50 per hour Organize
Including \$0.05 per hour Education Fund

Hours Wages	Hours Wages
1 – \$ 52.77	21 – \$ 1,108.17
2 – \$ 105.54	22 – \$ 1,160.94
3 – \$ 158.31	23 – \$ 1,213.71
4 – \$ 211.08	24 – \$ 1,266.48
5 – \$ 263.85	25 – \$ 1,319.25
6 – \$ 316.62	26 – \$ 1,372.02
7 – \$ 369.39	27 – \$ 1,424.79
8 – \$ 422.16	28 – \$ 1,477.56
9 – \$ 474.93	29 – \$ 1,530.33
10 – \$ 527.70	30 – \$ 1,583.10
11 – \$ 580.47	31 – \$ 1,635.87
12 – \$ 633.24	32 – \$ 1,688.64
13 – \$ 686.01	33 – \$ 1,741.41
14 – \$ 738.78	34 – \$ 1,794.18
15 – \$ 791.55	35 – \$ 1,846.95
16 – \$ 844.32	36 – \$ 1,899.72
17 – \$ 897.09	37 – \$ 1,952.49
18 – \$ 949.86	38 – \$ 2,005.26
19 – \$1,002.63	39 – \$ 2,058.03
20 – \$1,055.40	40 – \$ 2,110.80

United Cement Masons' Union Local 780
Breakdown of Wages & Benefits as of October 1, 2020 – June 30, 2022
Independent Contractors
Journey Person Rates

Straight Hours

Wages -	\$ 52.77
Check-off -	\$ 3.09
Int'l Check-off -	\$ 0.87
Vacation -	\$ 7.00
Organize -	\$ 0.50
Ed Fund -	<u>\$ 0.05</u>
Total Wages	\$ 41.26
+ Fringes	<u>\$ 46.59</u>
	\$ 87.85

Straight Time Fringe Benefits

Welfare -	\$ 11.66
Pension -	\$ 9.25
Appr. -	\$ 1.10
I.A.P. -	\$ 0.32
Check-off -	\$ 3.09
Int'l Check-off -	\$ 0.87
Vacation -	\$ 7.00
Organize -	\$ 0.50
Annuity -	\$ 12.00
780 LMT-	\$ 0.15
Ed Fund -	\$ 0.05
Admin Fees -	<u>\$ 0.60</u>
Total Benefits	\$ 46.59

1 1/2 Hours

Wages -	\$ 79.16
Check-off -	\$ 4.64
Int'l Check-off -	\$ 1.31
Vacation -	\$ 10.50
Organize -	\$ 0.75
Ed Fund -	<u>\$ 0.08</u>
Total Wages	\$ 61.88
+ Fringes	<u>\$ 80.36</u>
	\$142.24

1 1/2 Fringe Benefits

Welfare -	\$ 23.32
Pension -	\$ 18.50
Appr. -	\$ 1.65
I.A.P. -	\$ 0.48
Check-off -	\$ 4.64
Int'l Check-off -	\$ 1.31
Vacation -	\$ 10.50
Organize -	\$ 0.75
Annuity -	\$ 18.00
780 LMT-	\$ 0.23
Ed Fund -	\$ 0.08
Admin Fees -	<u>\$ 0.90</u>
Total Benefits	\$ 80.36

Double Time Wages

Wages -	\$ 105.54
Check-off -	\$ 6.18
Int'l Check-off -	\$ 1.74
Vacation -	\$ 14.00
Organize -	\$ 1.00
Ed Fund -	<u>\$ 0.10</u>
Total Wages	\$ 82.52
+ Fringes	<u>\$ 93.18</u>
	\$ 175.70

Double Time Fringe Benefits

Welfare -	\$ 23.32
Pension -	\$ 18.50
Appr. -	\$ 2.20
I.A.P. -	\$ 0.64
Check-off -	\$ 6.18
Int'l Check-off -	\$ 1.74
Vacation -	\$ 14.00
Organize -	\$ 1.00
Annuity -	\$ 24.00
780 LMT-	\$ 0.30
Ed Fund -	\$ 0.10
Admin Fees -	<u>\$ 1.20</u>
Total Benefits	\$ 93.18

Remittance Report for Cement Masons Local 780 –Independent Contractors, Effective October 1, 2020:

Straight (A)	ST	Overtime(B)	OT	Double Time (C)	DT
Welfare	\$11.66	Welfare	\$23.32	Welfare	\$23.32
Pension	\$9.25	Pension	\$18.50	Pension	\$18.50
Apprenticeship	\$1.10	Apprenticeship	\$1.65	Apprenticeship	\$2.20
I.A.P.	\$0.32	I.A.P.	\$0.48	I.A.P.	\$0.64
Check Off	\$3.09	Check Off	\$4.64	Check Off	\$6.18
Int. Check Off	\$0.87	Int. Check Off	\$1.31	Int. Check Off	\$1.74
Vacation	\$7.00	Vacation	\$10.50	Vacation	\$14.00
Annuity	\$12.00	Annuity	\$18.00	Annuity	\$24.00
LMT	\$0.15	LMT	\$0.23	LMT	\$0.30
OrganizingFund	\$0.50	OrganizingFund	\$0.75	OrganizingFund	\$1.00
Education Fund	\$0.05	Education Fund	\$0.08	Education Fund	\$0.10
Admin. Fee	\$0.60	Admin. Fee	\$0.90	Admin. Fee	\$1.20
Total	\$46.59	Total	\$80.36	Total	\$93.18
Total Hours:		Total Hours:		Total Hours:	

Amount Due:

(A) \$

Total Due=

A+B+C

Amount Due:

(B) \$

Make one check payable to

NEDC of the OPCMIA Fringe Benefit Funds

Amount Due

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the NEDC of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

All INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____

WEEK ENDING _____

Social Security #	Last Name	First Name	Straight Hours	Overtime Hours	Double time Hours
	Total Hours				
	x Rate		\$46.59	\$80.36	\$93.18
	Amount due:				

Payments covering contributions to the Cement Masons' Local 780 Pension Fund, Cement League Advancement, IAP Funds, Dues, Organizing Fund, International Dues, Education Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, and LMC Fund shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to NEDC of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR THE FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective October 1, 2020 to June 30, 2022, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund and Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to remove employees covered by this Agreement from the work of such Employer. If such men who are removed remain at the job site during regular working hours, they shall be paid for lost time not to exceed three days' pay.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

The Trustees shall also have the right to audit the payroll and other pertinent employment records of any employer of Cement Masons' within the jurisdictional area of the Union.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

UNITED CEMENT MASONS' UNION
LOCAL 780
RESIDENTIAL RATES FOR JOURNEY PERSON
WORKING ON RESIDENTIAL PROJECT ONLY

****INDEPENDENT CONTRACTORS****

OCTOBER 1, 2020 - JUNE 30, 2022

	<u>BENEFITS</u>	<u>1 1/2</u>	<u>Double</u>
Check-off	\$ 3.09	\$ 4.64	\$ 6.18
Int'l Check-off	\$ 0.87	\$ 1.31	\$ 1.74
Vacation	\$ 7.00	\$ 10.50	\$ 14.00
Organize	\$ 0.50	\$ 0.75	\$ 1.00
Education Fund	\$ 0.05	\$ 0.08	\$ 0.10
Welfare	\$ 11.66	\$ 17.49	\$ 23.32
Pension	\$ 9.25	\$ 13.88	\$ 18.50
Annuity	\$ 12.00	\$ 18.00	\$ 24.00
Apprenticeship	\$ 1.10	\$ 1.65	\$ 2.20
I.A.P.	\$ 0.32	\$ 0.48	\$ 0.64
LMT	\$ 0.15	\$ 0.23	\$ 0.30
Admin Fees	\$ 0.60	\$ 0.90	\$ 1.20
	<u>\$ 46.59</u>	<u>\$ 69.91</u>	<u>\$ 93.18</u>
 PAY	 \$ 52.77	 \$ 79.16	 \$ 105.54

WAGES AFTER TAX MINUS CHECKOFF, INTERNATIONAL CHECKOFF, VACTION ORGANIZE, AND ED FUND (\$11.51) SHALL BE ADDED TO BENEFITS.

ALL WORK MONDAY - FRIDAY STRAIGHT TIME FOR THE FIRST 8 HOURS THEN TIME & HALF.

SATURDAY TIME & A HALF ALL DAY

SUNDAY & HOLIDAY DOUBLE TIME ALL DAY

Remittance Report for Independent Contractors, Effective October 1, 2020:

Straight (A)	ST	Overtime(B)	OT	Double Time (C)	DT
Welfare	\$11.66	Welfare	\$17.49	Welfare	\$23.32
Pension	\$9.25	Pension	\$13.88	Pension	\$18.50
Apprenticeship	\$1.10	Apprenticeship	\$1.65	Apprenticeship	\$2.20
I.A.P.	\$0.32	I.A.P.	\$0.48	I.A.P.	\$0.64
Check Off	\$3.09	Check Off	\$4.64	Check Off	\$6.18
Int. Check Off	\$0.87	Int. Check Off	\$1.31	Int. Check Off	\$1.74
Vacation	\$7.00	Vacation	\$10.50	Vacation	\$14.00
Annuity	\$12.00	Annuity	\$18.00	Annuity	\$24.00
780 LMT	\$0.15	780 LMT	\$0.23	780 LMT	\$0.30
OrganizingFund	\$0.50	OrganizingFund	\$0.75	OrganizingFund	\$1.00
Education Fund	\$0.05	Education Fund	\$0.08	Education Fund	\$0.10
Admin Fee	\$0.60	Admin. Fee	\$0.90	Admin. Fee	\$1.20
Total	\$46.59	Total	\$69.91	Total	\$93.18
Total Hours:		Total Hours:		Total Hours:	

Amount Due:

(A) \$

Total Due=
A+B+C

Amount Due:

(B) \$

Make one check payable to
NEDC of the OPCMIA Fringe Benefit Funds

Amount Due

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

ALL INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____ WEEK ENDING _____

Social Security #	Last Name	First Name	Straight Hours	Overtime Hours	Double time Hours
	Total Hours				
	x Rate		\$46.59	\$69.91	\$93.18
	Amount due:				

Payments covering contributions to the Cement Masons' Pension Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, LMC Fund, Cement League Advancement, IAP Funds, Organizing Fund, Education Fund, Dues, and International Dues shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to NEDC of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR THE FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective October 1, 2020 to June 30, 2022, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund and Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to remove employees covered by this Agreement from the work of such Employer. If such men who are removed remain at the job site during regular working hours, they shall be paid for lost time not to exceed three days' pay.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

The Trustees shall also have the right to audit the payroll and other pertinent employment records of any employer of Cement Masons' within the jurisdictional area of the Union.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

**RESIDENTIAL
JOURNEY PERSON
WAGE SCALE AS OF
October 1, 2020 to June 30, 2022**

Recognized Holidays in addition to Saturday & Sunday
New Years Day, Columbus Day, President's Day, Election Day (in Presidential years),
Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day & Christmas Day
(Subject to change with notice)

Monday – Friday overtime shall be paid at the rate of one & one half.

Saturday shall be paid at the rate of one & one half.

Sunday & Recognized Holidays will be paid at double time.

Pension & Welfare will be paid at over time for every over time or double time hour worked.

Including \$3.09 per hour Check-off
Including \$0.55 per hour Int'l Check-off
Including \$1.50 per hour Vacation
Including \$0.35 per hour Organize
Including \$0.05 per hour Education Fund

Hours	Wages	Hours	Wages
1	-\$ 38.53	21	-\$ 809.13
2	-\$ 77.06	22	-\$ 847.66
3	-\$ 115.59	23	-\$ 886.19
4	-\$ 154.12	24	-\$ 924.72
5	-\$ 192.65	25	-\$ 963.25
6	-\$ 231.18	26	-\$ 1,001.78
7	-\$ 269.71	27	-\$ 1,040.31
8	-\$ 308.24	28	-\$ 1,078.84
9	-\$ 346.77	29	-\$ 1,117.37
10	-\$ 385.30	30	-\$ 1,155.90
11	-\$ 423.83	31	-\$ 1,194.43
12	-\$ 462.36	32	-\$ 1,232.96
13	-\$ 500.89	33	-\$ 1,271.49
14	-\$ 539.42	34	-\$ 1,310.02
15	-\$ 577.95	35	-\$ 1,348.55
16	-\$ 616.48	36	-\$ 1,387.08
17	-\$ 655.01	37	-\$ 1,425.61
18	-\$ 693.54	38	-\$ 1,464.14
19	-\$ 732.07	39	-\$ 1,502.67
20	-\$ 770.60	40	-\$ 1,541.20

Michael Rendina, President
Business Agents
Edward Barbaria
Frank Martorano
Joseph Ferri
UNITED CEMENT MASONS' UNION
LOCAL 780, O.P. & C.M.I.A.
 Affiliated with American Federation of Labor
RESIDENTIAL - INDEPENDENT CONTRACTORS
Gino Castignoli **150-50 14th Road – Suite 4**
Fin. Secretary/Bus. Manager **Whitestone, N.Y. 11357**
Hours 7:30 A.M. – 3:30 P.M.
Phone: 718-357-3750 **Fax: 718-357-2057**

October 1, 2020 – June 30, 2022

The \$3.09 Check-off, \$0.55 Int'l Check-off, \$0.35 Organize, & \$0.05 Ed Fund will be paid to Local 780 for every straight, overtime, & double time hour worked.

Admin Fees	\$ 0.60 per Hour
Organize	\$ 0.35 per Hour
Check-off	\$ 3.09 per Hour
Int'l Check-off	\$ 0.55 per Hour
Ed Fund	\$ 0.05 per Hour
Vacation	\$ 1.50 per Hour
Welfare	\$ 9.81 per Hour
Pension	\$ 4.50 per Hour
APPR	\$ 0.99 per Hour
I.A.P.	\$ 0.32 per Hour
Annuity	\$ 0.50 per Hour
780 LMT	\$ 0.10 per Hour
TOTAL	\$22.36 per Hour

- All work Monday – Friday paid at straight time for the first 8 hours then overtime shall be paid at the rate of one & one half.
- Saturday shall be paid at the rate of one & one half.
- Sunday & Recognized Holidays will be paid at double time.
- Pension & Welfare will be paid at overtime for every overtime or double time hour worked.

(OVER)

UNITED CEMENT MASONS' UNION

LOCAL 780

RESIDENTIAL RATES

****INDEPENDENT CONTRACTORS****

OCTOBER 1, 2020 - JUNE 30, 2022

	<u>BENEFITS</u>	<u>1 1/2</u>	<u>Double</u>
Check-off	\$ 3.09	\$ 4.64	\$ 6.18
Int'l Check-off	\$ 0.55	\$ 0.83	\$ 1.10
Vacation	\$ 1.50	\$ 2.25	\$ 3.00
Organize	\$ 0.35	\$ 0.53	\$ 0.70
Education Fund	\$ 0.05	\$ 0.08	\$ 0.10
Welfare	\$ 9.81	\$ 14.72	\$ 19.62
Pension	\$ 4.50	\$ 6.75	\$ 9.00
Annuity	\$ 0.50	\$ 0.75	\$ 1.00
Apprenticeship	\$ 0.99	\$ 1.49	\$ 1.98
I.A.P.	\$ 0.32	\$ 0.48	\$ 0.64
LMT	\$ 0.10	\$ 0.15	\$ 0.20
Admin Fees	\$ 0.60	\$ 0.90	\$ 1.20
	<u>\$ 22.36</u>	<u>\$ 33.57</u>	<u>\$ 44.72</u>
PAY	\$ 38.53	\$ 57.80	\$ 77.06

WAGES AFTER TAX MINUS CHECKOFF, INTERNATIONAL CHECKOFF, VACTION ORGANIZE, AND ED FUND (\$5.54) SHALL BE ADDED TO BENEFITS.

ALL WORK MONDAY - FRIDAY STRAIGHT TIME FOR THE FIRST 8 HOURS THEN TIME & HALF.

SATURDAY TIME & A HALF ALL DAY

SUNDAY & HOLIDAY DOUBLE TIME ALL DAY

****Remittance Report for Residential or Hospitality projects only for Residential Members, Effective October 1, 2020****

Straight (A)		Overtime(B)		Double Time (C)	
	ST		OT		DT
Welfare	\$9.81	Welfare	\$14.72	Welfare	\$19.62
Pension	\$4.50	Pension	\$6.75	Pension	\$9.00
Apprenticeship	\$0.99	Apprenticeship	\$1.49	Apprenticeship	\$1.98
I.A.P.	\$0.32	I.A.P.	\$0.48	I.A.P.	\$0.64
Check Off	\$3.09	Check Off	\$4.64	Check Off	\$6.18
Int. Check Off	\$0.55	Int. Check Off	\$0.83	Int. Check Off	\$1.10
Vacation	\$1.50	Vacation	\$2.25	Vacation	\$3.00
Annuity	\$0.50	Annuity	\$0.75	Annuity	\$1.00
780 LMT	\$0.10	780 LMT	\$0.15	780 LMT	\$0.20
OrganizingFund	\$0.35	OrganizingFund	\$0.53	OrganizingFund	\$0.70
Education Fund	\$0.05	Education Fund	\$0.08	Education Fund	\$0.10
Admin. Fee	\$0.60	Admin. Fee	\$0.90	Admin.Fee	\$1.20
Total	\$22.36	Total	\$33.57	Total	\$44.72
Total Hours:		Total Hours:		Total Hours:	

Amount Due:

(A) \$

Total Due=
A+B+C

Amount Due:

(B) \$

Make one check payable to
NEDC of the OPCMIA Fringe Benefit Funds

Amount Due

(C) \$

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

All INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____

WEEK ENDING _____

Social Security #	Last Name	First Name	Straight Hours	Overtime Hours	Double time Hours
	Total Hours				
	x Rate		\$22.36	\$33.57	\$44.72
	Amount due:				

Payments covering contributions to the Cement Masons' Local 780 Pension Fund, Cement League Advancement, IAP Funds, Dues, International Dues, Organizing Fund, Education Fund, NEDC of the OPCMIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, and LMC Fund shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to the Northeast District Council of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

By signing this form, you expressly acknowledge that you are an authorized representative of the Employer and have the authority to legally bind the Employer. ****THIS FORM MUST BE SIGNED AND COMPLETED OR FUND OFFICE WILL NOT ACCEPT THE BENEFITS****

RELEVANT PROVISIONS OF ARTICLE VI

Effective October 1, 2020 to June 30, 2022, in addition to the stipulated wages, there shall be: (i) contributions made to the Cement Masons Local 780 Pension Fund , NEDC of the OPCMIA Welfare Fund, Annuity Fund, Apprenticeship Fund, Vacation Fund (the "Funds"), the Cement League Advancement and Promotion Fund (the "CLAPF"), the Cement League (the "League"), the NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing Fund and Education Fund paid to NEDC of the OPCMIA Plasterers' & Cement Masons; and(ii) dues paid to the NEDC of the OPCMIA Plasterers' & Cement Masons' (the "Union" and collectively with the Funds, the CLAPF, the League and the LMTC, the "Funds and Entities") by Union Dues Check off (paid weekly).

All independent Employers or contractors (*i.e.*, contractors that are not members of an association that is signatory to a collective bargaining agreement with the Union) and those not covered by the "principal agreement" will pay \$0.60 per hour in addition to the required amount of fringe benefit contributions due to the Funds and Entities in order to, among other things, defray the costs of administration of the Funds. If an Association Employer leaves its Association or is no longer a member in good standing with its Association, or is delinquent for 2 months, a \$0.60 per hour Funds contribution increase to match the independent agreement administration cost of the Funds shall be paid by the Employer.

A single check covering the combined contributions due to the above-mentioned Funds and Entities shall be made payable to the "NEDC of the OPCMIA Fringe Benefit Funds." This check, along with a completed and signed remittance report, must be submitted to the shop steward or Cement Mason on the job on the employees' regular pay day, who shall in turn verify the correctness of the amount and the number of employees and submit the check and report to the Funds Office. Where an employee is laid off and receives his wages other than on the employee's regular pay day, said employee shall also be given a check to cover the contributions due to the Funds and Entities. If there are no reportable hours worked by a Cement Mason during any given week, the Employer is obligated to submit directly to the Fund office a remittance report to the Fund office indicating that there are no reportable hours for the week.

Failure by the shop steward or employee to immediately (but in no event later than three calendar days after pay day) forward said check or checks to the Fund Office shall subject the employee to such penalties as in the judgment of the Trustees is warranted.

Failure by the Employer to issue said check and remittance report (even in the event that no contributions are due for the applicable week) shall be cause for the Union to remove employees covered by this Agreement from the work of such Employer. If such men who are removed remain at the job site during regular working hours, they shall be paid for lost time not to exceed three days' pay.

In the event the Employer does not make timely payment of contributions as required herein, it is agreed that the Employer shall be liable for the payment of such contributions and dues checkoffs with interest of ten (10%) percent per annum plus liquidated damages of twenty (20%) percent per annum of the amount owing and all costs including, but not limited to, reasonable audit and accounting expenses, witness costs, attorneys' fees and court costs. These amounts may be billed to a delinquent Employer and are due once billed, even if an audit has not been completed or conducted.

The Trustees shall also have the right to audit the payroll and other pertinent employment records of any employer of Cement Masons' within the jurisdictional area of the Union.

The signing of this Agreement, the signing of another commitment to pay (*i.e.*, the remittance report) or actual payment in keeping with the terms of this Agreement to the Funds and Entities identified by this Agreement shall bind and obligate the Employer paying the contributions to the terms and conditions of this Agreement and the trust agreement(s) establishing said Funds and Entities in the same manner as actually signing said trust agreement(s).

Northeast District Council of the OPCMIA JOINT APPRENTICESHIP TRAINING PROGRAM



Apprenticeship Director/Coordinator
Michael Holzknacht

APPRENTICE WAGE RATES EFFECTIVE October 1, 2020

PAY per hour	Straight	Overtime	Double
Year 1	\$ 19.57	\$ 29.36	\$ 39.14
Year 2	\$ 24.40	\$ 36.60	\$ 48.80
Year 3	\$ 29.68	\$ 44.52	\$ 59.36

WAGES AFTER TAX MINUS CHECKOFF, INTERNATIONAL CHECKOFF, VACTION & ORGANIZE SHALL BE ADDED TO BENEFITS.

Over Time shall be paid at the rate of one & one half for the first 2 hours
(Double time after on Commercial Projects)
Saturday shall be paid at the rate of one & one half for the first 10 hours
(Double time after 10 hours on Commercial Projects)
Sunday & Recognized Holidays will be paid at double time.

**100 Merrick Road-Suite 500 West • Rockville Centre, NY 11570
Phone 516-775-2280 Fax 516-775-4064**

Apprenticeship Rates

Independent Contractors		Effective 10/1/20									
Effective 10/1/20	1st Year	OT	DT		2nd Year	OT	DT		3rd Year	OT	DT
Welfare	\$ 9.81	\$ 14.72	\$ 19.62		\$ 9.81	\$ 14.72	\$ 19.62		\$ 9.81	\$ 14.72	\$ 19.62
Pension	\$ 4.50	\$ 6.75	\$ 9.00		\$ 4.50	\$ 6.75	\$ 9.00		\$ 4.50	\$ 6.75	\$ 9.00
Check Off	\$ -	\$ -	\$ -		\$ 1.40	\$ 2.10	\$ 2.80		\$ 2.46	\$ 3.69	\$ 4.92
Int. Check Off	\$ 0.35	\$ 0.53	\$ 0.70		\$ 0.40	\$ 0.60	\$ 0.80		\$ 0.45	\$ 0.68	\$ 0.90
Apprenticeship	\$ 0.05	\$ 0.08	\$ 0.10		\$ 0.35	\$ 0.53	\$ 0.70		\$ 0.46	\$ 0.69	\$ 0.92
Vacation	\$ 1.25	\$ 1.88	\$ 2.50		\$ 1.25	\$ 1.88	\$ 2.50		\$ 1.25	\$ 1.88	\$ 2.50
Annuity	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
780 LMT	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Organizing Fund	\$ 0.10	\$ 0.15	\$ 0.20		\$ 0.15	\$ 0.23	\$ 0.30		\$ 0.20	\$ 0.30	\$ 0.40
I.A.P.	\$ -	\$ -	\$ -		\$ 0.32	\$ 0.48	\$ 0.64		\$ 0.32	\$ 0.48	\$ 0.64
Admin Fee	\$ 0.60	\$ 0.90	\$ 1.20		\$ 0.60	\$ 0.90	\$ 1.20		\$ 0.60	\$ 0.90	\$ 1.20
Total	\$ 16.66	\$ 25.01	\$ 33.32		\$ 18.78	\$ 28.19	\$ 37.56		\$ 20.05	\$ 30.09	\$ 40.10

Northeast District Council of the OPCMIA Fringe Benefit Funds -100 Merrick Road, Suite 500 West, Rockville Centre, NY 11570

Phone: (516)775-2280 Fax: (516)775-4064

****Cement Masons' Local 780 Apprentice Rates Only for Apprentice Rates****
Remittance Report for Independent Contractors, Effective October 1, 2020:

Year	Straight Hours	x Rate	Amount Due	Over Time	x Rate	Amount Due	Double Time	x Rate	Amount Due
1st Year		\$ 16.66			\$ 25.01			\$ 33.32	
2nd Year		\$ 18.78			\$ 28.19			\$ 37.56	
3rd Year		\$ 20.05			\$ 30.09			\$ 40.10	

The Employer hereby acknowledges and agrees that it is bound by all the terms of the currently effective Collective Bargaining Agreement between the Cement Masons' Local 780 and the Cement League, including, without limitation, Article VI of the CBA addressing contributions to be made to the Northeast District Council of the OPCMIA Fringe Benefit Funds (the "Funds"). A copy of the relevant provisions of Article VI of the CBA is reproduced on the reverse side of this remittance form. Furthermore, the Employer hereby acknowledges and agrees that it is bound by the Agreements and Declarations of Trust (the "Trusts") establishing the Funds, which are incorporated by reference in the CBA. If the Employer wishes to receive a copy of the CBA or the Trusts, please contact the Funds' office at the address and phone number listed above.

EMPLOYER FEDERAL ID# _____

ALL INFORMATION BELOW MUST BE FULLY PROVIDED WITH EACH REPORT-

EMPLOYERS NAME: _____ EMPLOYERS ADDRESS: _____

JOB LOCATION _____

WEEK ENDING _____

Social Security #	Last Name	First Name	Straight Hours	Overtime Hours	Double time Hours	
		Total Hours	x Rate	X Rate	X Rate	Total of percentage due
			Yr1-\$16.66	Yr1- \$25.01	Yr1- \$33.32	
			Yr2-\$18.78	Yr2- \$28.19	Yr2- \$37.56	
			Yr3-\$20.05	Yr3- \$30.09	Yr3- \$40.10	
		Amount due:				

Payments covering contributions to the Cement Masons' Local 780 Pension Fund, Cement League Advancement, IAP Fund, Organizing Fund, Dues, International Dues, NEDC of the OPCIA Welfare Fund, Vacation Fund, Annuity Fund, Apprenticeship Fund, and LMC Fund, shall be made weekly. A single check covering the combined contributions to the above mentioned Funds shall be made payable to Northeast District Council of the OPCMIA Fringe Benefit Funds. This check shall be given to the shop steward or Cement Mason on the job on the employers regular pay day, who shall in turn verify the correctness of the amounts and the number of employees covered. Where an employee is laid off and receives his wages other than on the employers regular pay day, said employee shall be given a check to cover the contributions due the aforesaid funds.

****The above Statements are warranted to be true and correct****

Signature of Corporate Officer _____ Print Name _____

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