

CEMENT MASONS' LOCAL 780 JOINT APPRENTICESHIP TRAINING PROGRAM



**Director
Michael Rendina**

***APPRENTICE WAGE RATES EFFECTIVE July 1, 2018
For those ENROLLED in the Apprenticeship Training Program AFTER July 1, 2016***

	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>
PAY RATE	\$19.22	\$23.91	\$29.06

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RELEVANT PROVISIONS OF ARTICLE VI

Effective July 1, 2018 to June 30, 2019, 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 Local NEDC of the OPCMIA Labor Management Trust Cooperation (the "LMTC"); Organizing 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).

Cement League & Other Assoc. Apprentice Breakdown FOR THOSE ENROLLED AFTER JULY 1, 2016											
Eff. 7/1/2018	1st Year	OT	DT		2nd Year	OT	DT		3rd Year	OT	DT
Welfare	\$ 9.71	\$ 14.57	\$ 19.42		\$ 9.71	\$ 14.57	\$ 19.42		\$ 9.71	\$ 14.57	\$ 19.42
Pension	\$ 4.50	\$ 6.75	\$ 9.00		\$ 4.50	\$ 6.75	\$ 9.00		\$ 4.50	\$ 6.75	\$ 9.00
Check Off	\$ -	\$ -	\$ -		\$ 1.34	\$ 2.01	\$ 2.68		\$ 2.37	\$ 3.56	\$ 4.74
Int. Check Off	\$ 0.35	\$ 0.53	\$ 0.70		\$ 0.40	\$ 0.60	\$ 0.80		\$ 0.45	\$ 0.68	\$ 0.90
Apprenticeship	\$ -	\$ -	\$ -		\$ 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	\$ 0.07	\$ 0.11	\$ 0.14		\$ 0.09	\$ 0.14	\$ 0.18		\$ 0.11	\$ 0.17	\$ 0.22
I.A.P.	\$ -	\$ -	\$ -		\$ 0.32	\$ 0.48	\$ 0.64		\$ 0.32	\$ 0.48	\$ 0.64
Total	\$ 15.88	\$ 23.83	\$ 31.76		\$ 17.96	\$ 26.95	\$ 35.92		\$ 19.17	\$ 28.76	\$ 38.34

** For Apprentices enrolled after July 1, 2016**