



*International Association of*  
**Bridge, Structural, Ornamental and Reinforcing Iron Workers**

109 SELIG DRIVE, S.W. • ATLANTA, GEORGIA 30336

PHONE (404) 505-0022 • FAX (404) 505-1107 • TOLL FREE (888) 645-6559

*Affiliated with AFL-CIO*

**LOCAL #387**

**ROBERT A. DUFFIELD**

*Business Manager / F.S.-T.*



May 28<sup>th</sup>, 2015

To All Signatory Contractors:

Effective August 1<sup>st</sup>, 2015 the Base Wage for Journeyman Ironworkers working within the jurisdiction of Iron Workers Local Union No. 387 will be increased from \$25.04 to \$25.39.

Effective August 1<sup>st</sup>, 2015 the payroll deduction for the Work Assessment for Journeyman and Probationary Ironworkers working within the jurisdiction of Iron Workers Local Union No. 387 will be increased from \$1.15/hour to \$1.16/hour. Work Assessment for Apprentice Ironworkers working within the jurisdiction of Iron Workers Local Union No. 387 will be calculated pursuant to the 2015 – 2018 Collective Bargaining Agreement.

Effective August 1<sup>st</sup>, 2015 the payroll deduction for the International Organizing for all classifications of Ironworkers working within the jurisdiction of Iron Workers Local Union No. 387 will be increased from \$0.07/hour to \$0.08/hour.

Effective August 1<sup>st</sup>, 2015 Foreman and General Foreman pay will changed as follows:

	Before 08/01/2015	Beginning 08/01/2015
<b>Foreman Ironworker</b>	\$2.00 above appropriate scale	10% above appropriate scale
<b>GF Ironworker</b>	\$3.00 above appropriate scale	15% above appropriate scale

These changes were put into place during the 2015 – 2018 Collective Bargaining Agreement negotiations.

Attached is the new Wage & Benefit sheets effective August 1<sup>st</sup>, 2015. Also attached is a copy of Article 14 of the 2015 – 2018 Collective Bargaining Agreement which shows the breakdown of the wages and benefit increases during the contract period.

If you have any questions regarding this matter please feel free to contact me at 404-505-0022.

Regards,

Robert A. Duffield





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**EFFECTIVE August 1<sup>st</sup>, 2015**



**JOURNEYMAN IRON WORKERS**

**DEDUCTIONS**

BASE WAGE	\$ 25.39		<b>WORK ASSESSMENT \$1.16/hour flat rate all hours worked</b>
HEALTH & WELFARE	\$ 4.50		
PENSION CONTRIBUTION	\$ 3.53		
FUNDING SURCHARGE	\$ 1.16		
387 WELFARE	\$ 1.00	DISTRICT COUNCIL	\$ 0.02
APPRENTICE FUND	\$ 0.67	INTL. ORGANIZING	\$ 0.08
IMPACT	\$ 0.18	BUILDING TRADES	\$ 0.02
<b>TOTAL</b>	<b>\$ 36.43</b>	IPAL	\$ 0.03

**APPRENTICE IRON WORKER**

**WAGES AND BENEFITS ARE SET BY THE APPRENTICE COMMITTEE. APPRENTICE WAGES ARE NOT AN EXACT PERCENTAGE OF NEGOTIATED HOURLY JOURNEYMAN WAGE. THESE WAGES ARE SUBJECT TO CHANGE.**

\*38% OF APPRENTICE PENSION CONTRIBUTIONS ARE SEPARATED INTO A FUNDING SURCHARGE ALLOCATION.

**Contributions**

	1	2	3	4	5	6	7	8
<b>Base Wage</b>	<b>13.96</b>	<b>15.23</b>	<b>16.00</b>	<b>16.50</b>	<b>17.77</b>	<b>18.53</b>	<b>19.04</b>	<b>20.31</b>
<b>H &amp; W</b>			<b>4.50</b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>	<b>4.50</b>
<b>Pension*</b>			<b>1.76</b>	<b>1.76</b>	<b>1.76</b>	<b>1.76</b>	<b>3.46</b>	<b>3.46</b>
<b>Appr. Fund</b>	<b>0.67</b>	<b>0.67</b>	<b>0.67</b>	<b>0.67</b>	<b>0.67</b>	<b>0.67</b>	<b>0.67</b>	<b>0.67</b>
<b>Impact</b>	<b>0.18</b>	<b>0.18</b>	<b>0.18</b>	<b>0.18</b>	<b>0.18</b>	<b>0.18</b>	<b>0.18</b>	<b>0.18</b>

**Deductions**

<b>Building Trades</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>
<b>Dist. Council</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>	<b>0.02</b>
<b>I.P.A.L.</b>	<b>0.03</b>	<b>0.03</b>	<b>0.03</b>	<b>0.03</b>	<b>0.03</b>	<b>0.03</b>	<b>0.03</b>	<b>0.03</b>
<b>Intl. Organizing</b>	<b>0.08</b>	<b>0.08</b>	<b>0.08</b>	<b>0.08</b>	<b>0.08</b>	<b>0.08</b>	<b>0.08</b>	<b>0.08</b>
<b>Work Assess.</b>	<b>0.64</b>	<b>0.70</b>	<b>0.73</b>	<b>0.75</b>	<b>0.81</b>	<b>0.85</b>	<b>0.87</b>	<b>0.93</b>

**SECTION 4**  
**ORGANIZED IRON WORKERS**

Local 387 has adopted the following procedure to bring in to the membership; unrepresented iron workers in an effort to recapture all phases of our work through a comprehensive and fair procedure will benefit all members by increasing market share and result in higher compensation and benefits for those who belong to this association.

- Newly organized iron workers will first undergo a skill assessment
- Based on this assessment, organized iron workers will be referred as follows:
  - Prior to referral, wage rate will be approved by the contractor.
  - Base Wage - \$12.00 up to \$22.00 per hour,
  - **Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and Standard Work Assessment. **Contributions:** IMPACT
  - All organized iron workers will be given the opportunity to upgrade their skills in order to increase their wage.

**SECTION 2**

Foreman Ironworkers – 10% over Journeyman Scale for appropriate shift

General Foreman Ironworkers – 15% over Journeyman Scale for appropriate shift

**SECTION 3**

**APPRENTICE IRON WORKERS**

A. Wages expressed as percentages of Journeyman rates for Apprentices indentured after January 1, 2012.

First six months – 55%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 55% Standard Work Assessment. Contributions: Apprentice Fund and IMPACT

Second six months – 60%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 60% Standard Work Assessment. Contributions: Apprentice Fund and IMPACT

Third six months – 63%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 63% Standard Work Assessment. Contributions: Apprentice Fund ,IMPACT, Pension and H&W

Fourth six months – 65%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 65% Standard Work Assessment. Contributions: Apprentice Fund ,IMPACT, Pension and H&W



Fifth six months – 70%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 70% Standard Work Assessment. Contributions: Apprentice Fund ,IMPACT, Pension and H&W

Sixth six months – 73%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 73% Standard Work Assessment. Contributions: Apprentice Fund ,IMPACT, Pension and H&W

Seventh six months – 75%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 75% Standard Work Assessment. Contributions: Apprentice Fund ,IMPACT, Pension and H&W

Eighth six months – 80%

Deductions: Building Trades, District Council, IPAL, Intl. Organizing and 80% Standard Work Assessment. Contributions: Apprentice Fund ,IMPACT, Pension and H&W

#### SECTION 4

##### Group E Non Upgraded Journeyman

Effective August 1<sup>st</sup>, 2013 all Journeyman must have successfully completed the following listed upgrades:

- OSHA 30
- SUBPART R
- Current Forklift, Current Snorkel lift, Current Scissor lift certifications
- Current Scaffold Erector / Dismantle certification
- Current First Aid CPR certification
- International Iron Workers Rigging and Flagging certification
- Current IMPACT Drug Test

Failure to comply with adopted mandates will result in all GROUP E Non Upgraded Journeyman referred out at 80% of Journeyman wage. Except that any Journeyman that has not work more than 400 hours in this jurisdiction during the previous 12 months will be entitled to a four month extension from the date of referral to obtain all of the above listed upgrades.

**\*Work Assessments will be deducted from all wages. This will be deducted and paid by each member (all classifications of workers) in accordance with Local #387 By-Laws Art. 2 Section 1. Paragraph (c). Apprentice Work Assessment will be set by the Apprentice Committee.**

**\*\*Health & Welfare contribution to be paid at current rate. Apprentice wages are set by the Apprentice Committee and are not an exact percentage of negotiated hourly Journeyman wage. These rates are controlled by the Apprentice Committee and are subject to change with minimal notice.**

\*\*\*Pension Contribution will be at \$1.76 per hour from 3<sup>rd</sup> period apprentice through 6<sup>th</sup> period apprentices while pension contribution for 7<sup>th</sup> and 8<sup>th</sup> period apprentices is \$3.46 and Journeyman Ironworkers at defined rate of per hour. \*38% of Apprentice Pension Contributions are separated into a Funding Surcharge allocation.

- B. Deductions from Apprentice wages for the Work Assessment will be set by the Apprentice Committee for all six month periods and will be a percentage of the Standard Work Assessment.
- C. In accordance with the terms of an individual signed authorization from the Employee, deductions from gross wages of Employees may be made by the Employer and remitted to the Union Trusts as follows:
  - 1. Work Assessment Check-Off
  - 2. District Council
  - 3. Intl. Organizing
  - 4. Building Trades.
  - 5. IPAL
- D. Reporting, collection and administration of Fringe Benefits and Work Assessments Check-Off shall be mandated in Article 16, 17, 18, 19, 20 and 21 of the Agreement.

ARTICLE 14  
WAGE RATES

Wage and benefit rates are amended as follows, effective first full pay periods on or after dates indicated. All figures are expressed in rates per compensated hour:

**SECTION 1**

**JOURNEYMAN IRON WORKERS**

	8/1/2015	2/1/2016	8/1/2016	2/1/2017	8/1/2017	2/1/2018
<b>Base Wage</b>	25.39	25.39	25.74	25.74	26.09	26.09
<b>Contributions</b>						
Health & Welfare	4.50	5.00	5.00	5.00	5.00	5.00
Pension Cont.	3.53	3.53	3.53	3.53	3.53	3.53
Funding Surcharge	1.16	1.16	1.16	1.66	1.66	2.16
387 Welfare	1.00	1.00	1.00	0.50	0.50	0.00
Appr. Fund	0.67	0.67	0.67	0.67	0.67	0.67
Impact	0.18	0.18	0.18	0.18	0.19	0.19
<b>Deductions</b>						
Build Trades	0.02	0.02	0.02	0.02	0.02	0.02
Dist. Council	0.02	0.02	0.02	0.02	0.02	0.02
I.P.A.L.	0.03	0.03	0.03	0.03	0.03	0.03
Intl. Org.	0.08	0.08	0.08	0.08	0.08	0.08
Work Assess	1.16	1.16	1.18	1.18	1.20	1.20
<b>Available to be added to the defined Benefit Plan:</b>				<b>0.50</b>		<b>0.50</b>
<b>Total Package</b>	<b>36.43</b>	<b>36.93</b>	<b>37.28</b>	<b>37.78</b>	<b>38.14</b>	<b>38.64</b>

All Journeyman must maintain the following listed upgrades:

- OSHA 30
- SUBPART R
- Forklift certification
- Aerial lift certifications
- Scaffold Erector / Dismantle certification
- First Aid / CPR certification
- International Iron Workers Rigging and Crane Signaling certification
- Current IMPACT drug test

Any Journeyman not current on all upgrades will be dispatched as a Group E – Non Upgraded Journeyman. Except that any Journeyman that has not work more than 400 hours in this jurisdiction during the previous 12 months will be entitled to a four month extension from the date of referral to obtain all of the above listed upgrades.

**SECTION 2**

FOREMAN IRON WORKER - 10% over Journeyman Scale for appropriate shift.  
GENERAL FORMAN IRON WORKER - 15% over Journeyman Scale for appropriate shift.



### SECTION 3

#### **APPRENTICE IRON WORKERS**

Apprentice wages are set by the apprenticeship committee and are not an exact percentage of the negotiated hourly journeyman wage.

First six period – 55%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 55% Standard Work Assessment. **Contributions:** Apprentice Fund and IMPACT

Second six period – 60%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 60% Standard Work Assessment. **Contributions:** Apprentice Fund and IMPACT

Third six period – 63%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 63% Standard Work Assessment. **Contributions:** Apprentice Fund, IMPACT, Pension and H&W

Fourth six period – 65%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 65% Standard Work Assessment. **Contributions:** Apprentice Fund, IMPACT, Pension and H&W

Fifth six period – 70%

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Seventh six period – 75%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 75% Standard Work Assessment. **Contributions:** Apprentice Fund, IMPACT, Pension and H&W

Eighth six period – 80%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 80% Standard Work Assessment. **Contributions:** Apprentice Fund, IMPACT, Pension and H&W

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  - All organized iron workers will be given the opportunity to upgrade their skills in order to increase their wage.

## SECTION 5

### **GROUP E NON UPGRADED JOURNEYMAN**

Failure to comply with adopted mandates will result in all GROUP E Non Upgraded Journeyman referred out at 80% of Journeyman wage.

\*Pension contribution to be paid a negotiated rate. Apprentice Pension rate will be at **\$1.76** per hour from 3<sup>rd</sup> period through 6<sup>th</sup> period while pension contribution for 7<sup>th</sup> and 8<sup>th</sup> period is **\$3.46**. Journeyman Ironworkers at defined rate of per hour. \*38% of Apprentice Pension Contributions are separated into a Funding Surcharge allocation.

\*\*Health & Welfare contribution to be paid at current rate. Apprentice wages and benefits are set by the Apprentice Committee and are not an exact percentage of negotiated hourly Journeyman wage. These rates are controlled by the Apprentice Committee and are subject to change with minimal notice.

\*\*\*Work Assessments will be deducted from all wages. This will be deducted and paid by each member in accordance with Local #387 By-Laws Art. 2 Section 1. Paragraph (c). Apprentice Work Assessment will be set by the Apprentice Committee.

\*\*\*\*Local Health & Welfare Contribution will be at \$1.00 per hour for all Local Journeymen.

\*\*\*\*\* In accordance with the terms of an individual signed authorization from the Employee, deductions from gross wages of Employees may be made by the Employer and remitted to the Union Trusts as follows:

- Work Assessment
- Building Trades
- District Council
- IPAL
- Intl. Organizing

\*\*\*\*\*Reporting, collection and administration of Fringe Benefits and Work Assessments Check-Off shall be mandated in Article 16, 17, 18, 19, 20 and 21 of the Agreement.