

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

Local Union No. 387 • 109 Selig Drive S.W. • Atlanta, Georgia 30336

PHONE (404) 505-0022 • FAX (404) 505-1107 

*AFL-CIO Member*

**ROBERT A. DUFFIELD**

Business Manager / F.S.-T.

July 3<sup>rd</sup>, 2018

To All Signatory Contractors:

Effective August 1<sup>st</sup>, 2018, the following changes have been implemented to the jurisdiction as a part of the Collective Bargaining Agreement for the years of 2018 – 2021:

Period 3 – 6 Apprentice will receive no pension contribution.

Period 7 – 8 Apprentice will receive full JIW pension contribution.

Period 2 Apprentice will receive full H&W contribution.

Scaffold Erector and Dismantler will not be a required upgrade.

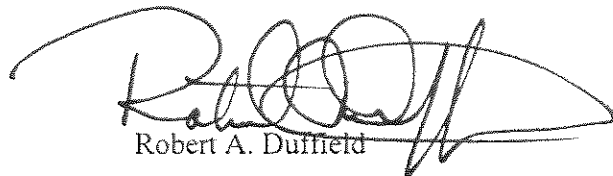
All future wage and benefit increases will commence January 1<sup>st</sup> of the applicable year.

These changes have been installed to assist in regulating increases as a portion of the 2018 – 2021 Collective Bargaining Agreement.

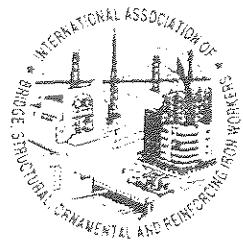
Attached is the new Wage & Benefit sheets effective August 1<sup>st</sup>, 2018.

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>, 2018**

**JOURNEYMAN IRON WORKERS**

**DEDUCTIONS**

BASE WAGE	\$ 26.09		<b>WORK ASSESSMENT \$1.20/hour flat rate all hours worked</b>
HEALTH & WELFARE	\$ 5.50		
PENSION CONTRIBUTION	\$ 6.19		DISTRICT COUNCIL \$ 0.02
387 WELFARE	\$ 0.03		INTL. ORGANIZING \$ 0.08
TRAINING FUND	\$ 0.67		BUILDING TRADES \$ 0.02
IMPACT	\$ 0.16		IPAL \$ 0.03
<b>TOTAL</b>	<b>\$ 38.64</b>		

**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.

**Contributions**

	1	2	3	4	5	6	7	8
Base Wage	14.35	15.65	16.44	16.96	18.26	19.05	19.57	20.87
H & W		5.50	5.50	5.50	5.50	5.50	5.50	5.50
Pension							6.19	6.19
387 Welfare	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03
Training Fund	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Impact	0.16	0.16	0.16	0.16	0.16	0.16	0.16	0.16

**Deductions**

Building Trades	0.02	0.02	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	0.02	0.02
I.P.A.L.	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03
Intl. Organizing	0.08	0.08	0.08	0.08	0.08	0.08	0.08	0.08
Work Assess.	0.66	0.72	0.76	0.78	0.84	0.88	0.90	0.96

## SUPERVISION

Foreman Ironworkers – 10% over Journeyman Scale for appropriate shift.

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

## 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 – Not to exceed JIW wage rate.
  - **Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and Standard Work Assessment.
  - **Contributions:** 387 Welfare, IMPACT.
  - All organized iron workers will be given the opportunity to upgrade their skills in order to increase their wage.

## APPRENTICE IRON WORKERS

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

First Period – 55%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 55% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund and IMPACT.

Second Period – 60%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 60% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund and IMPACT, and H&W.

Third Period – 63%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 63% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund, IMPACT, and H&W.

Fourth Period – 65%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 65% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund, IMPACT, and H&W.

Fifth Period – 70%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 70% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund, IMPACT, and H&W.

Sixth Period – 73%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 73% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund, IMPACT, and H&W.

Seventh Period – 75%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 75% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund, IMPACT, Pension and H&W.

Eighth Period – 80%

**Deductions:** Building Trades, District Council, IPAL, Intl. Organizing and 80% Standard Work Assessment. **Contributions:** 387 Welfare, Training Fund, IMPACT, Pension and H&W.

#### NON-UPGRADED JOURNEYMAN

All Journeyman must have successfully completed the following listed upgrades:

- OSHA 30
- SUBPART R
- Current Forklift, Current Snorkel lift, Current Scissor lift certifications
- 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.

- **Apprentice Wages and Benefits** are set by the Joint Apprenticeship Committee and may not be an exact percentage of negotiated Journeyman wage and benefits. These rates are controlled by the Joint Apprenticeship Committee and are subject to change with minimal notice.
- **Pension Contribution** – Journeyman Ironworkers and 7<sup>th</sup>/8<sup>th</sup> Period Apprentices to be remitted at the established rate.

- **Health & Welfare** contribution to be remitted at the established rate.
- **387 Welfare** contribution to be remitted at the established rate.
- **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).
- 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 Check-Off
  - District Council
  - Intl. Organizing
  - Building Trades.
  - IPAL
- Reporting, collection and administration of Fringe Benefits and Work Assessments Check-Off shall be mandated in Article 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, and 28 of the Agreement.

# SOUTHEASTERN IRON WORKERS HEALTH CARE PLAN LOCAL 387

Contractor \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Zip Code \_\_\_\_\_

Telephone \_\_\_\_\_ Fed. I.D. No. \_\_\_\_\_

Job and Location \_\_\_\_\_

Report for Month Ending \_\_\_\_\_

If you need more forms, please check here.

Please check here if you employed no men during this payroll period and submit this report.

Check here if Final Report.

Check here if new address

Participant Name	Social Security Number	Hours Worked	Job Classification

SEIW Health Care Plan	Total Hours Worked:	X	\$5.50	=	\$
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Total Health Fund Amount \$

- Report and contributions are due in the Fund Administrator’s Office by the 10<sup>th</sup> day of the month following the work month. Interest will be assessed in accordance with the procedure outlined in the Collective Bargaining Agreement.
- Make check payable to: **Southeastern Iron Workers Health Care Plan** and mail report along with your check to Southern Benefit Administrators Inc., P.O. Box 1449, Goodlettsville, TN 37070-1449. Please retain a copy for your records.
- The undersigned employer, by signing this form, acknowledges the above is true and correct and that he or it is bound to all items and provisions of the current collective bargaining agreement and Local 387.

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Date

White-Administration Copy
Yellow-Union Copy
Pink-Employer Copy



Code No. \_\_\_\_\_  
 Contractor \_\_\_\_\_  
 Ident. Number \_\_\_\_\_  
 Address \_\_\_\_\_  
 Telephone No. \_\_\_\_\_ Zip Code \_\_\_\_\_

**7TH AND 8TH PERIOD  
 APPRENTICE IRONWORKER**  
 ATLANTA IRON WORKERS PENSION FUND LOCAL 387  
 ATLANTA IRON WORKERS JOINT APPRENTICESHIP COMMITTEE  
 IRON WORKERS LOCAL 387 WELFARE FUND  
 JURISDICTION OF IRON WORKERS LOCAL UNION NO. 387

FOR OFFICIAL USE ONLY

NOTE: Contributions should reach us by the 10th of the month following the month covered by this report

REPORT FOR PAYROLL MONTH OF \_\_\_\_\_  
 PLEASE CHECK BOX IF THIS IS A NEW ADDRESS

EMPLOYEE NAME (Type or Print)	FIRST INITIAL	MIDDLE INITIAL	SOCIAL SECURITY NUMBER	TOTAL CLOCK HOURS	WORK ASSESSMENTS PER CBA	D. C. ASSESSMENTS .02 PER HOUR	I.P.A.L. ASSESSMENTS .03 PER HOUR	BUILDING TRADES .02 PER HOUR	INTERNATIONAL ORGANIZING \$ .08 PER HOUR
<b>CORRECT SOCIAL SECURITY NUMBER MUST BE SHOWN</b>									
TOTALS									

**CONTRIBUTION SCHEDULE - Effective the first full Payroll Period After August 1, 2018**

Atlanta Iron Workers Fringe Benefit Trust Fund  
 3150 U.S. Route 60  
 Ona, WV 25545

Remit one copy to:

Check Box to be sent more Benefit Forms - \_\_\_\_\_ Number Needed

Please check here if you employed no men during this payroll period and submit this form.  
 Final Report.

Pension	6.19/HR	\$ _____
Apprentice	0.67/HR	\$ _____
Impact Fund	0.16/HR	\$ _____
Welfare	0.03/HR	\$ _____
TOTAL (1)		\$ _____
7TH PERIOD ASSESSMENT	0.90/HR	\$ _____
8TH PERIOD ASSESSMENT	0.96/HR	\$ _____
WORK ASSESSMENT TOTAL (2)		\$ _____
Total D.C. Assessments	0.02/HR	\$ _____
Total I.P.A.L. Assessments	0.03/HR	\$ _____
Total Building Trades	0.02/HR	\$ _____
Total Int. Organizing	0.08/HR	\$ _____
TOTAL (3)		\$ _____

**CAUTION, READ BEFORE SIGNING:**

This undersigned employer, by signing this form, acknowledges, the above is true and correct, and that he or it is bound to all terms and provisions of the current Collective Bargaining Agreement in existence as negotiated by Association of Steel Erectors and Heavy Equipment Operators, Inc., and International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Local Union No. 387 and further acknowledges that at all times and on all jobs, the same Union is the sole, exclusive bargaining agent for all employees working in the craft jurisdiction of the Union as specified in the current Collective Bargaining Agreement.

TOTAL FUNDS REMITTED (1+2+3) \$ \_\_\_\_\_

Authorized Signature





# 1ST/2ND PERIOD APPRENTICE IRONWORKER

ATLANTA IRON WORKERS PENSION FUND LOCAL 387  
 ATLANTA IRON WORKERS JOINT APPRENTICESHIP COMMITTEE  
 IRON WORKERS LOCAL 387 WELFARE FUND  
 JURISDICTION OF IRON WORKERS LOCAL UNION NO. 387

Code No. \_\_\_\_\_  
 Contractor \_\_\_\_\_  
 Ident. Number \_\_\_\_\_  
 Address \_\_\_\_\_  
 Telephone No. \_\_\_\_\_ Zip Code \_\_\_\_\_

FOR OFFICIAL USE ONLY

NOTE: Contributions should reach us by the 10th of the month following the month covered by this report

REPORT FOR PAYROLL MONTH OF \_\_\_\_\_  
 PLEASE CHECK BOX IF THIS IS A NEW ADDRESS

EMPLOYEE NAME (Type or Print)	FIRST INITIAL	MIDDLE INITIAL	SOCIAL SECURITY NUMBER	TOTAL CLOCK HOURS	WORK ASSESSMENTS PER CBA	D. C. ASSESSMENTS .02 PER HOUR	I.P.A.L. ASSESSMENTS .03 PER HOUR	BUILDING TRADES .02 PER HOUR	INTERNATIONAL ORGANIZING \$.08 PER HOUR
<b>CORRECT SOCIAL SECURITY NUMBER MUST BE SHOWN</b>									
TOTALS									

## CONTRIBUTION SCHEDULE - Effective the first full Payroll Period After August 1, 2018

Remit one copy to:  
 Atlanta Iron Workers Fringe Benefit Trust Fund  
 3450 U.S. Route 60  
 One, WV 25545

Pension	0.00/HR	\$ _____
Apprentice	0.67/HR	\$ _____
Impact Fund	0.16/HR	\$ _____
Welfare	0.03/HR	\$ _____
<b>TOTAL (1)</b>		\$ _____
1ST PERIOD ASSESSMENT	0.66/HR	\$ _____
2ND PERIOD ASSESSMENT	0.72/HR	\$ _____
<b>WORK ASSESSMENT TOTAL (2)</b>		\$ _____
Total D.C. Assessments	0.02/HR	\$ _____
Total I.P.A.L. Assessments	0.03/HR	\$ _____
Total Building Trades	0.02/HR	\$ _____
Total Int. Organizing	0.08/HR	\$ _____
<b>TOTAL (3)</b>		\$ _____

Check Box to be sent more Benefit Forms - \_\_\_\_\_ Number Needed  
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TOTAL FUNDS REMITTED (1+2+3) \$ \_\_\_\_\_

Authorized Signature \_\_\_\_\_

