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.

16 JULY 2020

To All Contractors:

Effective January 1st, 2021 the following changes will take affect:

Hourly wage increase on Journeyman level Iron Workers from $27.29 to $27.84 effective first full pay period in January 2021.

Health & Welfare benefit increase from $5.75 to $6.00 per hour worked has been amended to remain at $5.75 per hour worked.

387 Welfare benefit increase from $0.14 to $0.18 per hour worked has been amended to increase additionally $0.25 totaling $0.43 per hour worked amended from the Health & Welfare fund increase.

IMPACT contribution increase from $0.17 to $0.18 per hour worked.

Annuity benefit increase from $0.30 to $0.55 per hour worked.

Working assessment for Journeyman and Probationary Iron Workers and above will increase from $1.36 to $1.40 per hour worked on all hours. Apprentice Iron Worker working assessment will increase by the appropriate percentage.

This information is being sent out to assist in bidding of projects expected to run or start in 2021.

Please contact the Union Hall at 404-505-0022 if you have any questions.

Regards,

Robert A. Duffield

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EFFECTIVE JANUARY 1st, 2021
(WAGE RATE INCREASE EFFECTIVE FIRST FULL PAY PERIOD JAN 2021)
(BENEFIT INCREASE EFFECTIVE FIRST DAY OF 2021)

SECTION 1
JOURNEYMAN IRON WORKERS

WAGE & CONTRIBUTION			DEDUCTIONS	
BASE WAGE	$ 27.84		**WORK ASSESSMENT $1.40/hour flat rate all hours worked**	
HEALTH & WELFARE	$ 5.75			
PENSION CONTRIBUTION	$ 6.44			
387 WELFARE	$ 0.43		DISTRICT COUNCIL	$ 0.02
APPRENTICE FUND	$ 0.75		INTL. ORGANIZING	$ 0.11
IMPACT	$ 0.18		BUILDING TRADES	$ 0.03
ANNUITY	$ 0.55		IPAL	$ 0.03
TOTAL	**$ 41.94**			

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	15.31	16.70	17.54	18.10	19.49	20.32	20.88	22.27
H & W		5.75	5.75	5.75	5.75	5.75	5.75	5.75
Pension*							6.44	6.44
387 Welfare	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Appr. Fund	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Impact	0.18	0.18	0.18	0.18	0.18	0.18	0.18	0.18

Deductions

Building Trades	0.03	0.03	0.03	0.03	0.03	0.03	0.03	0.03
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	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Work Assess.	0.77	0.84	0.88	0.91	0.98	1.02	1.05	1.12

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 period – 55%

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

Second period – 60%

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

Third period – 63%

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

Fourth period – 65%

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

Fifth period – 70%

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

Sixth period – 73%

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

Seventh period – 75%

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

Eighth six months – 80%

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

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 – Not to exceed JIW wage rate,
  - **Contributions**: 387 Welfare, IMPACT
  - **Deductions**: Building Trades, District Council, IPAL, Intl. Organizing and Standard Work Assessment.
  - 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

Effective August 1st, 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 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 & 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 7th/8th Period Apprentices at current rate established through negotiations.

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

***387 Welfare** contribution to be paid at contract rate.

***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.

*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

*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.