

IRONWORKERS LOCAL 11

BENEFIT FUNDS & TRAINING FACILITY

BUILT ON TRUST, FOUNDED ON SERVICE



12 Edison Place, Springfield, NJ 07081

Ph(973) 376-7230 Fax(973) 376-2094

www.ironnj.com

JULY 1, 2024

To All Contributing Employers:

The Ironworkers Local 11 Benefit Funds and Training Facility issues BENEFITS for the payment of fringe benefits to Iron Workers working within the jurisdiction of the Ironworkers Local 11 Benefit Funds. Enclosed are the Schedules of Hourly Wage Rates and Fringe Benefits **effective July 1, 2024 through June 30, 2025**. As an employer, you are required to purchase benefits for each of your ironworker employees, in a value equal to the **total hours paid**. Please be reminded that you may not give cash or checks to employees for fringe benefits. If any other method of benefit payment is used, it may be deemed to be a violation of the rules and regulations of the Collective Bargaining Agreement.

The new contract for **Period 48** begins on **July 1, 2024** and ends on **June 30, 2025**. The purchase price for benefits for **Period 48 Structural and Rebar, Fence & Guiderail** is the number of hours times the **hourly fringe benefit rate of \$50.87**. A breakdown by Fund is as follows:

Pension Fund	-	\$12.20	Per Hour Paid
Welfare Fund	-	\$12.30	Per Hour Paid
Vacation Benefit	-	\$12.30	Per Hour Paid
Annuity Fund	-	\$11.70	Per Hour Paid
Training Program Trust	-	\$.87	Per Hour Paid
Industry Advancement Fund	-	\$.15	Per Hour Paid
Market Recovery Fund	-	\$ 1.05	Per Hour Paid
IMPACT		\$.30	Per Hour Paid

Combined Benefit Plan Contributions to these Funds and Trusts are as follows:

¼ Hour	\$ 12.72
½ Hour	\$ 25.44
1 Hour	\$ 50.87
8 Hours	\$ 406.96
40 Hours	\$ 2,034.80

Please also be reminded that there is a **4% ASSESMENT OF BASE WAGES AND PER CAPITA TAX (.24 Structural, .23 Rod) THAT MUST BE DEDUCTED FROM THE IRONWORKERS**. Weekly Hours Reports should be submitted and fringe benefit purchased each week for that week's payroll. All fringe benefit contribution amounts and wage rates are effective as of **July 1, 2024**.

Example: Structural Journeyman Hourly Base Wage \$50.74 x 4% = **\$2.03**, Rebar Journeyman Hourly Base Wage \$46.89 x 4% = **\$1.93**

Under Section 302(C)(5)(B) of the Labor Management Relations Act of 1947 and confirmed by *Moglia v. Geoghegan*, there must be a written agreement with an employer before fringe benefit contributions can be made. Therefore, you will be required to sign such an agreement before fringe benefits may be purchased.

Please note that all checks submitted for the purchase of fringe benefits should be made payable to **"Ironworkers Local 11 Benefit Funds"**. A service fee of \$30.00 will be charged for any check that is returned by the bank. Any employer that has a check returned for insufficient funds will thereafter be required to purchase fringe benefits with a Certified or Bank Check.

Very truly yours,

THE BOARD OF TRUSTEES

**IRONWORKERS LOCAL 11
BENEFIT FUNDS AND TRAINING FACILITY**

**SCHEDULE OF HOURLY WAGE RATES AND FRINGE BENEFITS
EFFECTIVE: JULY 1, 2024 THROUGH JUNE 30, 2025**

Structural & Miscellaneous Value of Contributions

	<u>HOURLY BASE WAGE</u>	<u>HOURLY BENEFIT</u>	<u>VACATION</u>	<u>ANNUITY</u>	<u>WELFARE</u>	<u>PENSION</u>	<u>TRAINING PROGRAM</u>	<u>INDUSTRY ADVANCEMENT</u>	<u>MARKET RECOVERY</u>	<u>IMPACT</u>
LEAD FOREMAN	\$ 60.89	\$ 50.87	\$ 12.30	\$ 11.70	\$ 12.30	\$ 12.20	\$ 0.87	\$ 0.15	\$ 1.05	\$ 0.30
FOREMAN	\$ 55.82	\$ 50.87	\$ 12.30	\$ 11.70	\$ 12.30	\$ 12.20	\$ 0.87	\$ 0.15	\$ 1.05	\$ 0.30
JOURNEYMAN	\$ 50.74	\$ 50.87	\$ 12.30	\$ 11.70	\$ 12.30	\$ 12.20	\$ 0.87	\$ 0.15	\$ 1.05	\$ 0.30
	<u>DAILY BASE WAGE</u>	<u>DAILY BENEFIT</u>	<u>VACATION</u>	<u>ANNUITY</u>	<u>WELFARE</u>	<u>PENSION</u>	<u>TRAINING PROGRAM</u>	<u>INDUSTRY ADVANCEMENT</u>	<u>MARKET RECOVERY</u>	<u>IMPACT</u>
LEAD FOREMAN	\$ 487.12	\$ 406.96	\$ 98.40	\$ 93.60	\$ 98.40	\$ 97.60	\$ 6.96	\$ 1.20	\$ 8.40	\$ 2.40
FOREMAN	\$ 446.56	\$ 406.96	\$ 98.40	\$ 93.60	\$ 98.40	\$ 97.60	\$ 6.96	\$ 1.20	\$ 8.40	\$ 2.40
JOURNEYMAN	\$ 405.92	\$ 406.96	\$ 98.40	\$ 93.60	\$ 98.40	\$ 97.60	\$ 6.96	\$ 1.20	\$ 8.40	\$ 2.40
	<u>WEEKLY BASE WAGE</u>	<u>WEEKLY BENEFIT</u>	<u>VACATION</u>	<u>ANNUITY</u>	<u>WELFARE</u>	<u>PENSION</u>	<u>TRAINING PROGRAM</u>	<u>INDUSTRY ADVANCEMENT</u>	<u>MARKET RECOVERY</u>	<u>IMPACT</u>
LEAD FOREMAN	\$ 2,435.60	\$ 2,034.80	\$ 492.00	\$ 468.00	\$ 492.00	\$ 488.00	\$ 34.80	\$ 6.00	\$ 42.00	\$ 12.00
FOREMAN	\$ 2,232.80	\$ 2,034.80	\$ 492.00	\$ 468.00	\$ 492.00	\$ 488.00	\$ 34.80	\$ 6.00	\$ 42.00	\$ 12.00
JOURNEYMAN	\$ 2,029.60	\$ 2,034.80	\$ 492.00	\$ 468.00	\$ 492.00	\$ 488.00	\$ 34.80	\$ 6.00	\$ 42.00	\$ 12.00

NOTE TO EMPLOYER:

1. All fringe benefits must be paid weekly.
2. Checks or cash **may not be given in lieu of benefit payment.**
3. Overtime rates must be paid for all wages and benefits.
4. Include the Vacation Benefit (**\$12.30**) and the Market Recovery Fund (**\$1.05**) per hour paid of the fringe benefit contribution amount for tax withholding purposes.
5. 10% premium is included in the Foreman wage rate and 20% premium is included in the Lead Foreman wage rate.
6. An Assessment of 4% of base wages (e.g. *Journeyman hourly rate* \$50.74 * .04 = \$2.03) and Per Capita Tax of \$.24 will be deducted per hour paid after deductions and included in the benefit payment.
7. Benefit payments can be made at <https://employer.gobasys.com/IRONNJ/login/login.aspx>. To request an invitation code email to: receipts@ironnj.com. To request paper forms please contact the fund office.
8. Any questions may be directed to the Ironworkers Local 11 Benefits Funds Contributions Department at 973-376-7230, Extension 781.

**IRONWORKERS LOCAL 11
BENEFIT FUNDS AND TRAINING FACILITY
SCHEDULE OF HOURLY WAGE RATES AND FRINGE BENEFITS
EFFECTIVE: JULY 1, 2024 THROUGH JUNE 30, 2025**

REBAR, FENCE & GUIDERAIL		Value of Contributions																			
		HOURLY BASE WAGE		HOURLY BENEFIT		VACATION		ANNUITY		WELFARE		PENSION		TRAINING PROGRAM		INDUSTRY ADVANCEMENT		MARKET RECOVERY		IMPACT	
SUPERINTENDENT		ROD	\$ 58.13	\$ 50.87	\$ 12.30	\$ 11.70	\$ 12.30	\$ 12.20	\$ 0.87	\$ 0.15	\$ 1.05	\$ 0.30									
FOREMAN			\$ 53.29	\$ 50.87	\$ 12.30	\$ 11.70	\$ 12.30	\$ 12.20	\$ 0.87	\$ 0.15	\$ 1.05	\$ 0.30									
JOURNEYMAN			\$ 48.44	\$ 50.87	\$ 12.30	\$ 11.70	\$ 12.30	\$ 12.20	\$ 0.87	\$ 0.15	\$ 1.05	\$ 0.30									
DAILY BASE WAGE																					
SUPERINTENDENT		ROD	\$ 465.04	\$ 406.96	\$ 98.40	\$ 93.60	\$ 98.40	\$ 97.60	\$ 6.96	\$ 1.20	\$ 8.40	\$ 2.40									
FOREMAN			\$ 426.32	\$ 406.96	\$ 98.40	\$ 93.60	\$ 98.40	\$ 97.60	\$ 6.96	\$ 1.20	\$ 8.40	\$ 2.40									
JOURNEYMAN			\$ 387.52	\$ 406.96	\$ 98.40	\$ 93.60	\$ 98.40	\$ 97.60	\$ 6.96	\$ 1.20	\$ 8.40	\$ 2.40									
WEEKLY BASE WAGE																					
SUPERINTENDENT		ROD	\$ 2,325.20	\$ 2,034.80	\$ 492.00	\$ 468.00	\$ 492.00	\$ 488.00	\$ 34.80	\$ 6.00	\$ 42.00	\$ 12.00									
FOREMAN			\$ 2,131.60	\$ 2,034.80	\$ 492.00	\$ 468.00	\$ 492.00	\$ 488.00	\$ 34.80	\$ 6.00	\$ 42.00	\$ 12.00									
JOURNEYMAN			\$ 1,937.60	\$ 2,034.80	\$ 492.00	\$ 468.00	\$ 492.00	\$ 488.00	\$ 34.80	\$ 6.00	\$ 42.00	\$ 12.00									

NOTE TO EMPLOYER:

- All fringe benefits must be paid weekly.
- Checks or cash **may not be given** in lieu of benefit payment.
- Overtime rates must be paid for all wages and benefits.
- Include the Vacation Benefit (\$12.30) and the Market Recovery Fund (\$1.05) per hour paid of the fringe benefit contribution amount for tax withholding purposes.
- 10% premium increase is included in the Foreman wage rate and 20% premium is included in the Superintendent wage rate.
- An Assessment of 4% of Base Wages (eg: Rebar Journeyman Hourly Base Wage \$48.44 x 4% = \$1.93) and Per Capita Tax of \$.23 will be deducted per hour paid after deductions and included in the benefit payment.
- Benefit payments can be made at <https://employer.gobasys.com/IRONNJ/login/login.aspx>. To request an invitation code email to: receipts@ironnj.com. To request paper forms please contact the fund office.
- Any questions may be directed to the Ironworkers Local 11 Benefits Funds Contributions Department at 973-376-7230, Extension 781.

IRONWORKERS LOCAL 11 BENEFIT FUNDS AND TRAINING FACILITY

APPRENTICE WAGE RATES AND FRINGE BENEFITS

EFFECTIVE: JULY 1, 2024 THROUGH JUNE 30, 2025

		<u>HOURLY BASE WAGE</u>		<u>FRINGE BENEFIT</u>
		<u>Rod, Fence & Guiderail</u>	<u>Structural</u>	<u>CONTRIBUTIONS PER HOUR</u>
1ST. 6 MONTHS	50%	\$ 24.22	\$ 25.37	\$ 50.87
2ND. 6 MONTHS	60%	\$ 29.06	\$ 30.44	\$ 50.87
SECOND YEAR	70%	\$ 33.91	\$ 35.52	\$ 50.87
THIRD YEAR	80%	\$ 38.75	\$ 40.59	\$ 50.87
FOURTH YEAR	90%	\$ 43.60	\$ 45.66	\$ 50.87

		<u>DAILY BASE WAGE</u>		<u>FRINGE BENEFIT</u>
		<u>Rod, Fence & Guiderail</u>	<u>Structural</u>	<u>CONTRIBUTIONS PER 8 HOURS</u>
1ST. 6 MONTHS	50%	\$ 193.76	\$ 202.96	\$ 406.96
2ND. 6 MONTHS	60%	\$ 232.48	\$ 243.52	\$ 406.96
SECOND YEAR	70%	\$ 271.28	\$ 284.16	\$ 406.96
THIRD YEAR	80%	\$ 310.00	\$ 324.72	\$ 406.96
FOURTH YEAR	90%	\$ 348.80	\$ 365.28	\$ 406.96

		<u>WEEKLY BASE WAGE</u>		<u>FRINGE BENEFIT</u>
		<u>Rod, Fence & Guiderail</u>	<u>Structural</u>	<u>CONTRIBUTIONS PER 40 HOURS</u>
1ST. 6 MONTHS	50%	\$ 968.80	\$ 1,014.80	\$ 2,034.80
2ND. 6 MONTHS	60%	\$ 1,162.40	\$ 1,217.60	\$ 2,034.80
SECOND YEAR	70%	\$ 1,356.40	\$ 1,420.80	\$ 2,034.80
THIRD YEAR	80%	\$ 1,550.00	\$ 1,623.60	\$ 2,034.80
FOURTH YEAR	90%	\$ 1,744.00	\$ 1,826.40	\$ 2,034.80

NOTE TO EMPLOYERS:

1. All fringe benefits must be paid weekly.
2. Checks or cash may not be given in lieu of benefit payment.
3. Appropriate overtime rates must be paid for all wages and benefits.
4. Include the Vacation Benefit (\$12.30) and Market Recovery Fund (\$1.05) portion of the fringe benefit contribution amount as part of the gross wages for tax purposes.
5. An Assessment of 4% of base wages and Per Capita Tax of \$.23 for Rod/ Fence & Guiderail and Per Capita Tax of \$.24 for Structural will be deducted per hours paid from base wages and included in the benefit payment.
6. Benefit payments can be made at <https://employer.gobasys.com/IRONNJ/login/login.aspx>. To request an invitation code email to: receipts@ironnj.com. To request paper forms please contact the fund office.
7. Any questions may be directed to the Ironworkers Local 11 Benefits Funds Contributions Department at 973-376-7230, Ext. 781.

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***IMPORTANT INFORMATION ***

ASSESSMENT AND PER CAPITA TAX DEDUCTION

The work assessment deduction is to be calculated at 4% of the **base wages**. Base wages is to be reported along with the hours on the report form and in the portal.

Local Union	Structural/Apprentice	Rods/Fence & Guiderail/Apprentice
	<u>ASM/PCT</u>	<u>ASM/PCT</u>
11 Amt/hour	4% of base wages/.24	4% of base wages/.23

Separate checks for benefits, assessments and per capita tax will not be accepted.

Please adjust your payroll and fringe benefits payment accordingly.