



Eastern
Pennsylvania
Chapter

Apprenticeship Trust

Date: August 23, 2017

To Whom It May Concern:

This letter is to confirm that Eastern Environmental Contractors, Inc. is a participating member in the ABC Eastern PA Chapter. In addition, the Associated Builders and Contractors Class A Registered Apprenticeship Program has been fully approved by the Department of Labor and the Pennsylvania Apprenticeship Training Council [PATC Program Number-PA006670005] since 1967, and has graduated 35 - 45 apprentices to journeyman status in each of the past five years.

Please feel free to contact me with any questions.

Sincerely,

Director of Apprenticeship and Craft Training
NCCER Master Trainer / Area Training Sponsor
Assessment Coordinator
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BRIDGE

Wage increases for work classification Bridge

	5/1/2006	5/1/07	5/1/08	5/1/09	5/1/10
Increase		\$4.00	\$4.00	\$4.00	\$4.00
Package	\$54.03	\$58.03	\$62.03	\$66.03	\$70.03

The Union shall advise the Employers of the increase distribution thirty days prior to the above date.

APPRENTICES

6.4 All Employers shall participate in the Apprenticeship Training Program established by the Union and shall employ apprentices as directed by the Finishing Trades Institute of the Union (hereinafter referred to as FTI).

All apprentices for satisfactory completion of their apprenticeship shall be subject to the rules, regulations and requirements of the Training Standards as adopted by the FTI.

Apprentices referred per Hiring Hall procedures.

The regular wage rate for apprentices shall be the following:

(A) Apprentice rates shall be the following percentages of the base rate as described in work classification 6.4 (A). Apprentice ratio is 3 to 1 (three (3) Journeymen to one (1) Apprentice).

First 4 months	30%
5 to 8 months	40%
9 to 12 months	50%
13 to 16 months	60%
17 to 20 months	70%
21 to 24 months	75%
25 to 28 months	80%
29 to 32 months	85%
33 to 36 months	90%

(B) The change in rate shall apply after regular attendance at apprentice school and passing regular skills test. Journeyman status after 6000 hours of training.

(C) Fringe benefits shall be a percentage (%) of the base wage listed in wage classification 6.4 (A) as follows:

Year	H&W	Pension	Annuity
First	13%	-0-	-0-
Second	14%	.50	4%
Third	14%	1.00	8%

6.5 Effective May 1, 2006 the Employer shall deduct \$1.00 per hour from the pay of all painters and tapers. The deductions shall be paid into the Vacation Fund of District Council 711.

6.6 On jobs of four (4) or more employees, one (1) person shall be designated as foreman at ten (10) percent above the base rate. A general foreman shall be designated on jobs of fifteen (15) or more employees at twenty (20) percent above the base rate.

6.7 All employees shall be paid weekly at least 30 minutes prior to the end of the work day. Not more than three (3) days pay shall be held back for the period between the close of the pay period and pay day. A statement of earnings and deductions shall accompany the pay.

6.8 Employees shall be notified and paid in full at least thirty (30) minutes before being laid off at lunch or quitting time.

6.9 Employers who send employees to jobs outside the territorial jurisdiction shall pay the expense of travel, room and board.

6.10 Fringe benefit payment shall not apply to bonuses paid to key employees.

ARTICLE 7 HOURS & OVERTIME

7.1 The regular forty (40) hour week and eight (8) hour work day shall begin no earlier than 7:00 am and terminate no later than 5:30 pm, Monday through Friday. The Union and Employer shall agree upon a starting time other than 8:00 am.

7.2 (A) Overtime work on Saturday and after the regular work day shall be at the rate of time and one half, except as in 7.2(C)

(B) Work on Sunday and holidays shall be at the double time rate, except as in 7.2 (c)

(C) For classifications 6.1(B) and 6.1(C) eight hour day, forty hour week (Monday through Sunday inclusive). All work over eight (8) hours in any one day or all work over forty (40) hours in any one week shall be paid at the rate of time and one half.

(D) For work classification 6.1 (B) and (C), depending on job conditions, a ten (10) hour a day, four (4) day week may be established at regular rates without overtime compensation, (Monday through Sunday inclusive). The use of this Article must have the approval on the Union.