

**NORTH ATLANTIC STATES REGIONAL COUNCIL OF CARPENTERS AGREEMENT  
LOCAL 277**

**Onondaga, Oswego, Oneida, Herkimer, Madison, Jefferson, Lewis, St. Lawrence  
Counties)**

**Union Information:**

Carpenters Local 277

North Atlantic States Regional Council of Carpenters

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**Geographical Jurisdiction**

Local 277: Onondaga, Oswego, Madison, Oneida, Herkimer, Jefferson, Lewis, St.  
Lawrence

**Agreement Term – June 1, 2016 – May 31, 2021**

### Wage Rates and Effective Date 7/1/2020

	Onondaga	Oswego	Jefferson Lewis St. Lawrence	Oneida Herkimer Madison	Cayuga Seneca Yates
Journeyman	\$28.40	\$28.40	\$28.40	\$27.25	\$27.25
Premium Rates					
Foreman	\$29.40	\$29.40	\$29.40	\$28.25	\$28.50
General Foreman	\$30.65	\$30.65	\$30.65	\$29.50	\$29.25
Certified Welder	\$29.40	\$29.40	\$29.40	\$28.25	\$28.25
Diver Dry	\$29.40	\$29.40	\$29.40	\$28.25	\$28.25
Fringe Benefits, Contributions and Deductions:					
Health & Welfare	\$9.65	\$9.65	\$9.65	\$9.65	\$9.65
Pension	\$6.90	\$6.90	\$6.90	\$6.90	\$6.90
Annuity	\$2.31	\$3.88	\$3.88	\$2.31	\$2.31
Apprenticeship & Train.	\$.70	\$.70	\$.70	\$.70	\$.70
NYS L&M	\$.15	\$.15	\$.15	\$.15	\$.15
UBC Funds	\$.15	\$.15	\$.15	\$.15	\$.15
ASP (Former IAP)	\$.17	\$.17	\$.17	\$.17	\$.17
Vacation (Deduct)	\$-.60	\$-.60	\$-.60	\$-.60	\$-.60

(Working assessment is based on 6% of wage per hour plus \$.05)

Fringe benefits paid on hours worked for all of the above

Wage and fringe benefit percentage increases during the term of this agreement are due on the payroll period beginning on or after the dates indicated.

### Fringe Payments and Reports

Forward to offices indicated on reporting forms

### Work Day, Week and Overtime

The first five days, Monday-Friday inclusive, shall constitute a working week. The normal work day shall consist of eight (8) hours plus one-half (1/2) hour unpaid for lunch. The lunch period should be scheduled at approximately the midpoint of the shift. The starting time shall be between the hours of 6:00a.m. and 9:00 a.m., set by the Employer and shall not be changed from day to day. This start time may be changed by mutual agreement of the parties.

Work performed before or after the above specified hours and on Saturday shall be paid on a time and one half (1 ½) basis or after the employee has worked more than eight (8) hours in a day or 40 hours during the work week. All work performed on Sundays and recognized holidays shall be paid on a double time basis. Saturday is also payable at the straight time rate if the employee misses work, except where a doctor's or hospital's verification of illness is produced Monday-Friday when work was available to the employee. The intent is to challenge the abuse of some employees missing work Monday-Friday intentionally and then going back to work for time and one half pay on Saturday.

It shall be the intent of the Agreement that work shall be restricted to 40 hours per week except in case of emergency, or to meet the project schedule. If the nature of the overtime is such that the regular lunch period must be worked, then the men shall receive an additional one-half (1/2) hour pay at the appropriate overtime rate.

To the extent permitted by law, the work week may be four days in duration (Mon-Thurs) with each day consisting of 10-hours work at the straight time rate. Any work performed outside these limits would be at the appropriate overtime rate. It is the intent of the parties that a 4-10's schedule shall be for a minimum of four (4) days in a row. Where a 4-10's schedule is worked, Friday shall be allowed as a make-up day. If however, weather prohibits work on Friday, Saturday is allowed as a make-up day but will be worked at the appropriate overtime rate.

Paid Holidays – None

Travel – None

Reporting Pay – 2 hours

## Shift Work

Section 1. The following schedule is applicable to two (2) or three (3) shifts per day:

1<sup>st</sup> Shift – 8 hours work for 8 hours pay

2<sup>nd</sup> Shift – 7 ½ hours work for 8 hours pay

3<sup>rd</sup> Shift – 7 hours work for 8 hours pay

Section 2. Ten (10) or Twelve (12) Hour Shifts:

(a) One or two shifts may be employed in a twenty-four (24) hour period, seven days per week, with prior notification to the Union, paying the appropriate wages and fringe benefits.

(b) All Employees working more than ten (10) hours will receive an additional one-half (1/2) hour paid lunch period.

(c) The Employer need not balance the shift size

(d) Shift may overlap at the Employers option

(e) The first shift will not start earlier than 6:00 a.m. unless prior Union approval is obtained.

(f) When two shifts are worked, the second shift shall be considered, for payroll purposes, as having been worked in their entirety on the same day on which the first shift started.

Section 3. Any work outside the regular shift shall be at the respective overtime rate. No employee shall be permitted to work two shifts except foremen or welders. (Starting time can be changed by mutual consent). Each shift shall have a one-half (1/2) hour unpaid lunch period.

Section 4. Shift work must continue for a minimum of three (3) consecutive days, unless prior Union approval is obtained.

Section 5. Shift work shall be defined as implementing at least two (2) shifts in a twenty-four (24) consecutive hour period.

Section 6. It is understood that there is no guarantee, that on any given day, one shift might vary due to weather, equipment breakdown, or changes in operation schedule, provided notice is given two hours prior to the beginning of the shift.

## Make-Up Day

Make-up day is on Saturday in the week in which a day or days are lost due to inclement weather. Pay for this make-up day will be straight time, it being

understood that work on this day is voluntary on the part of the employees and that further, all employees working on the job be given the same opportunity to work. No discriminatory action will be taken against any employee who declines said work. For a 4-10's schedule, see Hours of Work and Overtime Article 8, Section 5.

#### Foreman

On jobs where 6 or more Carpenters or Millwrights are employed on a job, the Employer shall designate one as foreman. No Carpenter foreman shall have more than 20 men under his/her supervision. When 3 carpenter foremen are employed the 4<sup>th</sup> shall be a general foreman. When an employer employs a General Foreman on a job, he/she shall receive the amount specified in the wage/fringe schedule.

#### Apprentice Information

Section 1. Pre-Apprentices and Apprentices shall be paid the following rates and fringe benefits (Health, Pension, Annuity):

Pre-Apprentice	\$11.00 per hour with Health only
First Level Apprentice	50% of basic rate with \$8.70/hr Health/\$1.15 hr Pension
Second Level Apprentice	60% of basic rate with \$8.70/hr Health/\$1.15 hr Pension
Third Level Apprentice	70% of basic rate with \$8.70/hr Health/\$2.25 hr Pension
Fourth Level Apprentice	80% of basic rate with \$8.70/hr Health/\$2.25 hr Pension/Annuity \$1.50

Section 2. Ratios of Journeypersons to Apprentices shall be 3:1, unless specified differently by the New York State Department of Labor.

Section 3. The Employer is allowed to use Pre-Apprentices at a ratio of one Pre-Apprentice to three Journeymen for the first Pre-Apprentice, and one Pre-Apprentice to six Journeymen for additional Pre-Apprentices.

Section 4. Employers will comply with pre-apprentice and apprentice ratios on a by-job or per-firm basis in compliance with the New York State Department of Labor.

**COMMERCIAL RATES  
(Oswego County Nuclear Rate)**

**Effective 7/1/2020**

Journeyman Carpenter	\$29.90
Carpenter Foreman	\$30.90
Carpenter General Foreman	\$32.15
Certified Welder	\$30.90
Diver-Dry	\$30.90
Vacation	\$ .50

**Fringe Benefits**

Health and Welfare	\$9.65
Pension Fund	\$6.90
Annuity	\$3.98
Education and Safety	\$ .70
UBC	\$ .15
Labor Management	\$ .15
ASP	\$ .17

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