

LOCAL UNION No. 44

John Wasilko
Business Manager

Bill Franklin
Business Agent

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United Union of Roofers, Waterproofers & Allied Workers®

AFFILIATED WITH NORTH AMERICA'S BUILDING TRADES UNIONS

March 27, 2025

NOTICE

TO: SIGNATORY CONTRACTORS – PAYROLL DEPT.

According to Roofers & Waterproofers Local 44's working agreement a wage increase is due effective **April 27, 2025** of **\$1.50** per hour for Journeymen and **\$1.50** for Foremen.

The breakdown is as follows:

\$0.15 per hour to the **Local Pension**

\$0.08 per hour to **Health**

\$0.05 per hour to **Welfare**

\$0.02 per hour to the **Apprenticeship Training Fund**

TAXABLE PAY: \$1.20 for Journeymen and **\$1.20** for Foremen.

The Apprentice starting wage increases to **\$20.08**.

The Applicant starting wage increases to **\$18.07**.

Please see the attached MOU regarding updates to the Welfare Fund and JATC Fund contribution allocations in the working agreement

Please call if you have any questions!

Sincerely,

John Wasilko
Business Manager/Financial Secretary

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John Wasilko
Business Manager/Financial Secretary

ROOFERS & WATERPROOFERS LOCAL 44

1651 E. 24TH St., Cleveland, Ohio 44114

216-781-4844

Fax-216-781-7663

John Wasilko

Bill Franklin

Business Manager

Business Representative

Listed below is a breakdown of the wages through April 25, 2026.

Effective April 27, 2025

Wage Package- \$61.60 - (2% Dues Deduction of Total Package is \$1.23 x Hrs worked)	\$64.60 - (2% Dues Deduction Of Total Package is \$1.29 x Hrs Worked)
Journeyman-\$40.15 Taxable Wage	Foreman-\$43.15 Taxable Wage

EMPLOYER CONTRIBUTIONS	TAXABLE DEDUCTIONS
\$9.60 Local Pension	\$2.00 Vacation
\$1.55 Int'l Pension	\$0.25 Council Fund
\$8.79 Health	2% Working Dues of Total Package
\$0.85 Welfare	
\$0.43 Apprentice Program (all categories, all levels.)	
\$0.17 CISP (all categories all levels)	
\$0.06 Int'l Training Fund (all categories, all levels.	
<u>Total amount-\$21.45</u>	

"The 1-1 Journeyman to non journeyman ratio is a project/job ratio"

Covered Counties in the State of Ohio: Cuyahoga, Lake, Geauga, Ashtabula, Erie, Sandusky, and Lorain (the Ohio Turnpike north.)

Registered Apprentices				2% of Total Package per Category	
Work Hrs	School Hrs	%	Rate		
4800	576/Journeyman	100%	\$40.15	+ contributions/deductions-add vac.	\$1.23
4200	504	90%	\$36.14	+ contributions/deductions (no vac.)	\$1.15
3600	432	80%	\$32.12	+ contributions/deductions (no vac.)	\$1.07
3000	360	75%	\$30.11	+ contributions/deductions (no vac.)	\$1.03
2400	288	70%	\$28.11	+ contributions/deductions (no vac.)	\$.99
1800	216	65%	\$26.10	+ contributions/deductions (no vac.)	\$.95
1200	144	60%	\$24.09	+ contributions/deductions (no vac.)	\$.91
600	72	55%	\$22.08	** REFER TO PARAGRAPH BELOW**	\$.48
Indenture Date	Start of School	50%	\$20.08	** REFER TO PARAGRAPH BELOW**	\$.44

****Contributions applicable to these categories)****

**** \$0.25 hr Int'l pension contribution +\$0.25 hr Local pension +\$0.60 hr welfare Contribution +\$0.17 CISP +\$0.43 hr apprentice contribution +\$0.06 Int'l training fund ****

Deductions-Initiation fee \$0.40 hr + \$0.25 hr Council Fund+ 2% of Total Package

HELPER/TRAINEE	2% of Total Package Per Category >>		
7551= Journeyman	\$40.15	+ benefits/contributions and vacation	\$1.20
6351-7550 hrs (90%)	\$36.13	+ benefits(contributions/deductions) no vac	\$1.15
4851-6350 hrs (80%)	\$32.12	+ benefits (contributions/deductions) no vac	\$1.07
3351-4850 hrs (70%)	\$28.11	+ benefits (contributions/'deduction) no vac	\$.99
1851-3350 hrs (55%)	\$22.08	+ benefits (contributions/deduction) no vac	\$.87

APPLICANT-Wage Package 45% =\$19.83 - 2% Total Package	
WAGE/EMPLOYER CONTRIBUTIONS	TAXABLE DEDUCTIONS
0-1850-hrs-\$18.07 +\$0.25 Int'l pension +\$0.25 Local Pension +\$0.60 Welfare+\$0.17 CISP +\$0.43 Apprentice fund +\$0.06 Int'l training fund	\$0.40 hr +\$0.25 hr Council Fund +2% Total Package \$0.40

Effective April 27, 2025 through April 25, 2026

MEMORANDUM OF UNDERSTANDING

Between

**UNITED UNION OF ROOFERS, WATERPROOFERS, AND ALLIED WORKERS
LOCAL UNION NO. 44**

and the

EMPLOYERS

WHEREAS, the United Union of Roofers, Waterproofers, and Allied Workers Local Union No. 44 ("Local 44") entered into an Agreement with Sibley, Inc., AKA Team, Industrial First, Willham Roofing, Warren Roofing, and Advance Rfg. Sys. (the "Employers") effective May 1, 2022 through April 24 2027 (the "Agreement"); and

WHEREAS, Local 44 and the Employers agree deposits to the Savings Fund should be mailed monthly and that additional funding is needed for the Welfare Fund;

NOW THEREFORE, by the signature of their authorized representatives below, effective April 28, 2024, Local 44 and the Employers agree to adopt the following amendments to the Agreement:

- 1. The last paragraph of Article XX, Section 2 of the Agreement shall be revised to read as follows:**

All contributions to the Fringe Benefit Funds shall be made on actual hours worked, not on hours paid. Deposits to the Savings Fund shall be mailed at least MONTHLY and not later than the 15th day of the month following the month in which the hours were worked. In months in which the Employer did not have any roofers working, Contractor shall submit a set of forms marked "NO LOCAL MEMBERS WORKED THIS MONTH."

- 2. The subsection titled "Employer Contributions to Fringe Benefits" under Section 1 of Article X of the Agreement found on pages 26-27 shall be revised to read as follows:**

EMPLOYER CONTRIBUTIONS TO FRINGE BENEFITS

The Employer contributions as set forth in the following tables are agreed upon for the periods as noted and are payable for all journeymen, registered apprentices "who have completed 1200 work hours and Helper/Trainees.

For Apprentices that have not completed 1200 work hours and Applicants, starting May 1, 2022, \$0.17 CISP + \$0.25 to the International pension plan + \$0.25 Local Pension + \$0.50 Local

Welfare Plan + \$0.31 Apprentice Fund + (\$0.06 International Training Fund). Each year of the contract thereafter the Apprentice Fund will increase by either \$0.07 or \$0.08 as set forth above. However, there are no employer contributions or withholdings required until the first full pay week following a First Year Apprentice or Applicant's 8th day of covered employment. Associated monthly reporting will begin with above said pay week.

May 1, 2022 THROUGH April 29, 2023

<u>PENSION</u>	<u>HEALTH</u>	<u>WELFARE</u>	<u>CISP</u>	<u>JATC</u>
\$9.15 Local	\$8.56	\$0.75	\$0.17	\$0.31
\$1.55 International Pension				
\$0.06 International Training Fund				

April 30, 2023 THROUGH April 27, 2024

<u>PENSION</u>	<u>HEALTH</u>	<u>WELFARE</u>	<u>CISP</u>	<u>JATC</u>
\$9.30 Local	\$8.64	\$0.75	\$0.17	\$0.38
\$1.55 International Pension				
\$0.06 International Training Fund				

April 28, 2024 THROUGH April 26, 2025

<u>PENSION</u>	<u>HEALTH</u>	<u>WELFARE</u>	<u>CISP</u>	<u>JATC</u>
\$9.45 Local	\$8.71	\$0.80	\$0.17	\$0.41
\$1.55 International Pension				
\$0.06 International Training Fund				

April 27, 2025 THROUGH April 25, 2026

<u>PENSION</u>	<u>HEALTH</u>	<u>WELFARE</u>	<u>CISP</u>	<u>JATC</u>
\$9.60 Local	\$8.79	\$0.85	\$0.17	\$0.43
\$1.55 International Pension				
\$0.06 International Training Fund				

April 26, 2026 THROUGH April 24, 2027

<u>PENSION</u>	<u>HEALTH</u>	<u>WELFARE</u>	<u>CISP</u>	<u>JATC</u>
\$9.75 Local	\$8.86	\$0.90	\$0.17	\$0.46
\$1.55 International Pension				
\$0.06 International Training Fund				

3. Article XXII shall be revised to read as follows:

May 1, 2022 THROUGH April 29, 2023

Straight time

Each overtime

Each double time

hour worked

\$8.56 Health

\$0.75 Welfare

hour worked

\$8.56 Health

\$0.75 Welfare

hour worked

\$8.56 Health

\$0.75 Welfare

April 30, 2023 THROUGH April 27, 2024

\$8.64 Health

\$0.75 Welfare

\$8.64 Health

\$0.75 Welfare

\$8.64 Health

\$0.75 Welfare

April 28, 2024 THROUGH April 26, 2025

\$8.71 Health

\$0.80 Welfare

\$8.71 Health

\$0.80 Welfare

\$8.71 Health

\$0.80 Welfare

April 27, 2025 THROUGH April 25, 2026

\$8.79 Health

\$0.85 Welfare

\$8.79 Health

\$0.85 Welfare

\$8.79 Health

\$0.85 Welfare

April 26, 2026 THROUGH April 24, 2027

\$8.86 Health

\$0.90 Welfare

\$8.86Health

\$0.90 Welfare

\$8.86 Health

\$0.90 Welfare

4. Article XXVI shall be revised to read as follows:

The Employer shall contribute thirty-one cents (\$0.31) effective 5/01/2022 per hour worked by each journeyman, registered apprentice, helper/trainee and applicant, with an increase of seven cents (\$0.07) in the second year of the Agreement, an increase of three cents (\$0.03) in the third year of the Agreement, an increase of (\$0.02) in the fourth year of the Agreement, and an increase of three cents (\$0.03) in the last year of the Agreement for a total contribution rate of forty-six cents (\$0.46) in the last year of the Agreement. If an out of jurisdiction Employers' total wage/fringe package is less than that of Local 44, that Employer will be required to pay any difference in the fringe package per hour per out of jurisdiction journeyman, registered apprentice and helper into this fund on behalf of that Employee. This fund is set up to continue the ongoing training of journeyman, apprentices and helper/trainees.

5. Section 1 of Article XVI shall be revised to read as follows:

SEC. 1. The Registered Apprentice Standards of the United Union of Roofers, Waterproofers and Allied Workers covered by this industry and presently registered with the Ohio State Apprenticeship Council will constitute the complete Agreement as to

Apprentices. The funding of the Apprenticeship & Training Program shall be at the rate of thirty-one cents (\$0.31) effective May 1, 2022 with an increase of seven cents (\$0.07) in the second year of the Agreement, an increase of three cents (\$0.03) in the third year of the Agreement, an increase of (\$0.02) in the fourth year of the Agreement, and an increase of three cents (\$0.03) in the last year of the Agreement for a total contribution rate of forty-six cents (\$0.46) in the last year of the Agreement. All payments will be made only on hours worked, not hours paid. The parties to this Agreement will mutually undertake to direct the Apprenticeship Program in accordance with such Standards. Registered apprentices shall be allowed to work all overtime. The working ratio for Apprentices will be 1 Apprentice to 2 Journeymen for proper training.

Signed this ____ day of February 2024 by:

For and on Behalf
Of Local 44 of the

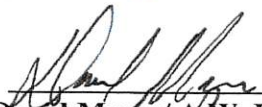
UNITED UNION OF
ROOFERS, WATERPROOFERS,
AND ALLIED WORKERS

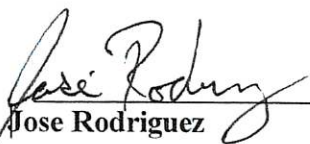
EMPLOYERS



John Wasilko


Kevin Crosby/ Sibley Inc.


Bill Franklin


David Meyer/ A.W. Farrell Co.


Jose Rodriguez

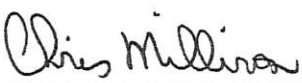

DAVID T. STANTON, CFO
DAVID T. STANTON on BEHALF of...
Carmen Santamaria/ Industrial First


James Hamley


Steve Willham/ Willham Roofing


Mike Vasey


Trevor Cost/ Warren Roofing


Chris Milliron


Jerry Seligman/ Advanced Rfg Sys.

MEMORANDUM OF UNDERSTANDING
(Cont.)

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LOCAL UNION NO. 44

and the

EMPLOYERS

Anthony Hopkins
Anthony Hopkins/ AKA Team

Cari S. Van Hoy
CARI S. VAN HOY / BTC
