

## 2014 Apartment Building Agreement

WEEKLY RATES

(xcel/COM32B)

Date: 4/17/2014  
 Union: Local 32BJ  
 Type of Employee: Porter A

Final



Expiration: 20-Apr-18  
 Date of first increase: 21-Apr-14  
 Date of second increase: 21-Apr-15  
 Date of third increase: 21-Apr-16  
 Date of Fourth Increase: 21-Apr-17

	Current	21-Apr-14	21-Apr-15	21-Apr-16	21-Apr-17
Annual Wage	\$44,389.28	\$45,720.48	\$46,812.48	\$47,956.48	\$49,402.08
Annual Benefit	\$19,830.72	\$20,662.72	\$21,806.72	\$22,888.32	\$24,094.72
Annual Cost	\$76,239.73	\$78,753.78	\$81,277.58	\$83,804.68	\$86,837.68

Increases:					
	21-Apr-14	21-Apr-15	21-Apr-16	21-Apr-17	
Total Wage & Fund Ince	\$41.600	\$43.000	\$42.800	\$51.000	
Wage	\$25.600	\$21.000	\$22.000	\$27.800	
Annuity	\$0.000	\$0.000	\$0.000	\$0.000	
Benefits:					
Health	\$15.000	\$15.000	\$16.800	\$19.200	
Pension	\$4.000	\$4.000	\$4.000	\$4.000	
Training	\$0.000	\$0.000	\$0.000	\$0.000	
Legal	(\$3.000)	\$3.000	\$0.000	\$0.000	
	(# of days benefit)				
Holidays	0	0	0	0	
Vacations	0	0	0	0	
Sick Days	0	0	0	0	
Medical Day	0	0	0	0	
Other Days	0	0	0	0	
Social Security	\$1.958	\$1.607	\$1.683	\$2.127	
MCTMT	\$0.087	\$0.071	\$0.075	\$0.095	
Unemp., w.Comp.,FUTA	\$0.960	\$0.787	\$0.825	\$1.043	

Wages & Costs:					
	Current	21-Apr-14	21-Apr-15	21-Apr-16	21-Apr-17
Weekly Rate	\$853.640	\$879.24	\$900.24	\$922.24	\$950.04
Annuity	\$10.000	\$10.000	\$10.000	\$10.000	\$10.000
Wage Sub	\$863.640	\$889.240	\$910.240	\$932.240	\$960.040
Welfare	\$269.512	\$284.51	\$299.51	\$316.31	\$335.51
Pension	\$94.750	\$98.75	\$102.75	\$106.75	\$110.75
Training	\$3.260	\$3.26	\$3.26	\$3.26	\$3.26
Legal	\$3.838	\$0.84	\$3.84	\$3.84	\$3.84
Benefits	\$371.360	\$387.360	\$409.360	\$430.160	\$453.360
sub	\$1,235.000	\$1,276.600	\$1,319.600	\$1,362.400	\$1,413.400
Holidays	11	\$36.116	\$37.199	\$38.087	\$39.018
Vacations	15	\$49.248	\$50.725	\$51.937	\$53.206
Sick Days	10	\$32.832	\$33.817	\$34.62	\$35.47
Medical	1	\$3.283	\$3.382	\$3.462	\$3.547
Other	1	\$3.283	\$3.382	\$3.462	\$3.547
sub	\$1,359.763	\$1,405.104	\$1,451.174	\$1,497.189	\$1,552.252
Social Security	\$65.303	\$67.262	\$68.868	\$70.551	\$72.678
MCTMT	\$2.936	\$3.023	\$3.095	\$3.170	\$3.264
Unemp, W.Comp,etc.	\$38.146	\$39.106	\$39.894	\$40.719	\$41.761
Total	\$1,466.149	\$1,514.496	\$1,563.030	\$1,611.629	\$1,669.955

Percentage Information:					
	21-Apr-14	21-Apr-15	21-Apr-16	21-Apr-17	
Wage Increases:					
Compounded	3.00%	2.39%	2.44%	3.01%	
Wage + Annuity:					
Compounded	2.96%	2.36%	2.42%	2.98%	
Annuity	0.00%	0.00%	0.00%	0.00%	
Health	5.57%	5.27%	5.61%	6.07%	
Pension	4.22%	4.05%	3.89%	3.75%	
Training	0.00%	0.00%	0.00%	0.00%	
Other	-78.17%	358.00%	0.00%	0.00%	
Wage+Benefits:	3.37%	3.37%	3.24%	3.74%	
Overall Increase:					
Compounded	3.30%	3.20%	3.11%	3.62%	

Wage Increases	\$1,331.20	\$1,092.00	\$1,144.00	\$1,445.60
Cost Increases	\$2,514.04	\$2,523.80	\$2,527.11	\$3,032.99

Annual Annuity	\$520.00	\$520.00	\$520.00	\$520.00	\$520.00
Annual Health Fund	\$14,014.62	\$14,794.62	\$15,574.62	\$16,448.22	\$17,446.62
Annual Pension Fund	\$4,927.00	\$5,135.00	\$5,343.00	\$5,551.00	\$5,759.00
Annual Training Fund	\$169.52	\$169.52	\$169.52	\$169.52	\$169.52
Annual Legal Fund	\$199.58	\$43.58	\$199.58	\$199.58	\$199.58
Total Annual Funds:	\$19,830.72	\$20,662.72	\$21,806.72	\$22,888.32	\$24,094.72

Average Increase:	
Wages	2.71%
All Costs	3.31%
Wages & Be	3.43%
Weighted Average:	
Wages	2.71%
All Costs	3.26%
Wages & Be	3.38%
Total Added Costs (for all four years)	
Wages	\$12,334.40
All Costs	\$25,714.78
Wages & Be	\$22,464.00