

**GLASSWORKER/FABRICATOR/SHOP**  
**BUFFALO REGION**  
**WAGE AND FRINGE PACKAGE**  
**1/1/26**

	<b><u>WAGES</u></b>	<b><u>FRINGES</u></b>	<b><u>TOTAL</u></b>
New Hire	\$20.45	\$18.66	\$39.11
1 Years Experience	\$21.45	\$18.66	\$40.11
2 Years Experience	\$22.45	\$18.66	\$41.11
3 Years Experience	\$23.45	\$18.66	\$42.11
4 Years Experience	\$24.95	\$18.66	\$43.61
5 Years Experience	\$26.45	\$18.66	\$45.11

Supervisor 5 or more men Add \$1.00

**Fringe Benefits:**

Health & Welfare Fund (PAP)	\$8.25
Local 660 Annuity Fund	\$4.15
I.U.P.A.T. Industry Pension Fund	\$5.46
D.C. #4 F.T.I. Training Fund	\$0.40
D.C. #4 STAR	\$0.15
I.U.P.A.T. F.T.I.	\$0.10
I.U.P.A.T. L.M.C.I.	\$0.10
NAGMA Upstate	<u>\$0.05</u>
Total Fringe Benefit Package	<b>\$18.66</b>

**Deductions:**

Dues Check-off Wages: 2.5% from gross wages.

Dues Check-off Fringes: \$0.47 per hour worked.

DC#4 Organizing Fund - \$0.10 per hour worked.

IUPAT Administrative Dues - \$0.35 per hour worked.

Once a member's rate of pay is established, they shall receive a raise every 1,800 hours worked.

Revised 12/24/25 HL