

**GLASSWORKER/FABRICATOR/SHOP**  
**BUFFALO REGION**  
**WAGE AND FRINGE PACKAGE**  
**5/1/26**

	<b><u>WAGES</u></b>	<b><u>FRINGES</u></b>	<b><u>TOTAL</u></b>
New Hire	\$21.65	\$19.46	\$41.11
1 Years Experience	\$22.65	\$19.46	\$42.11
2 Years Experience	\$23.65	\$19.46	\$43.11
3 Years Experience	\$24.65	\$19.46	\$44.11
4 Years Experience	\$26.15	\$19.46	\$45.61
5 Years Experience	\$27.65	\$19.46	\$47.11

Supervisor 5 or more men Add \$1.00

**Fringe Benefits:**

Health & Welfare Fund (PAP)	\$8.45
Local 660 Annuity Fund	\$4.65
I.U.P.A.T. Industry Pension Fund	\$5.56
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	<b><u>\$0.05</u></b>
<b>Total Fringe Benefit Package</b>	<b>\$19.46</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 3/19/2 JS