



**GLASSWORKER/FABRICATOR/SHOP**  
**ROCHESTER REGION**  
**WAGE AND FRINGE PACKAGE**  
**May 1, 2025 – December 31, 2025**



	<b><u>WAGES</u></b>	<b><u>FRINGES</u></b>	<b><u>TOTAL</u></b>
New Hire	\$20.90	\$18.39	\$39.29
1 Years Experience	\$21.90	\$18.39	\$40.29
2 Years Experience	\$22.90	\$18.39	\$41.29
3 Years Experience	\$23.90	\$18.39	\$42.29
4 Years Experience	\$25.40	\$18.39	\$43.79
5 Years Experience	\$26.60	\$18.39	\$44.99

Supervisor 5 or more men Add \$1.00

**Fringe Benefits:**

Health & Welfare Fund (PAP)	\$7.43
I.U.P.A.T. Annuity Fund	\$6.11
I.U.P.A.T. Industry Pension Fund	\$4.35
D.C. #4 F.T.I. Training Fund	\$0.10
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 ASP	<u>\$0.05</u>
Total Fringe Benefit Package	<b>\$18.39</b>

**Deductions:**

Dues Check-off: Three percent (3%) from gross wages.

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

Local #677 over the counter dues - \$9 per week

IUPAT Administrative Dues - \$0.25 per hour worked

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

Revised 4/16/25 HL

