

BARRE GRANITE ASSOCIATION



Barre Granite Association
51 Church St.
Barre, Vermont 05641
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www.barregranite.org

**Testimony to The House Committee on General, Housing and
Military Affairs on H.208, An act relating to absence from
work for health care and safety Ed Larson, Executive Director**

We Are Proud of Our Membership

B & B Monumental Engravers

M & W Polishing Co.

Buttura & Gherardi Granite
Artisans

Memorial Sandblast Co.

Cochran's Inc.

Montpelier Granite Works

Culture Craft Sandblast Co.

Northeast Granite Co.

Gandin Brothers, Inc.

Peerless Granite Co.

Global Values, Inc.

Pepin Granite Co., Inc.

Granite Corporation of Barre

Riverton Memorials, Inc.

Granite Industries of Vermont

Rock Of Ages Corporation

Hillside Stone Products, Inc.

Voting Members

Swenson Granite Co., LLC.

Joe's Custom Manufacturing of
Quality Memorials

Spruce Mountain Granites & Custom
Sandblast, Inc.

Kinfolk Memorials, Inc.

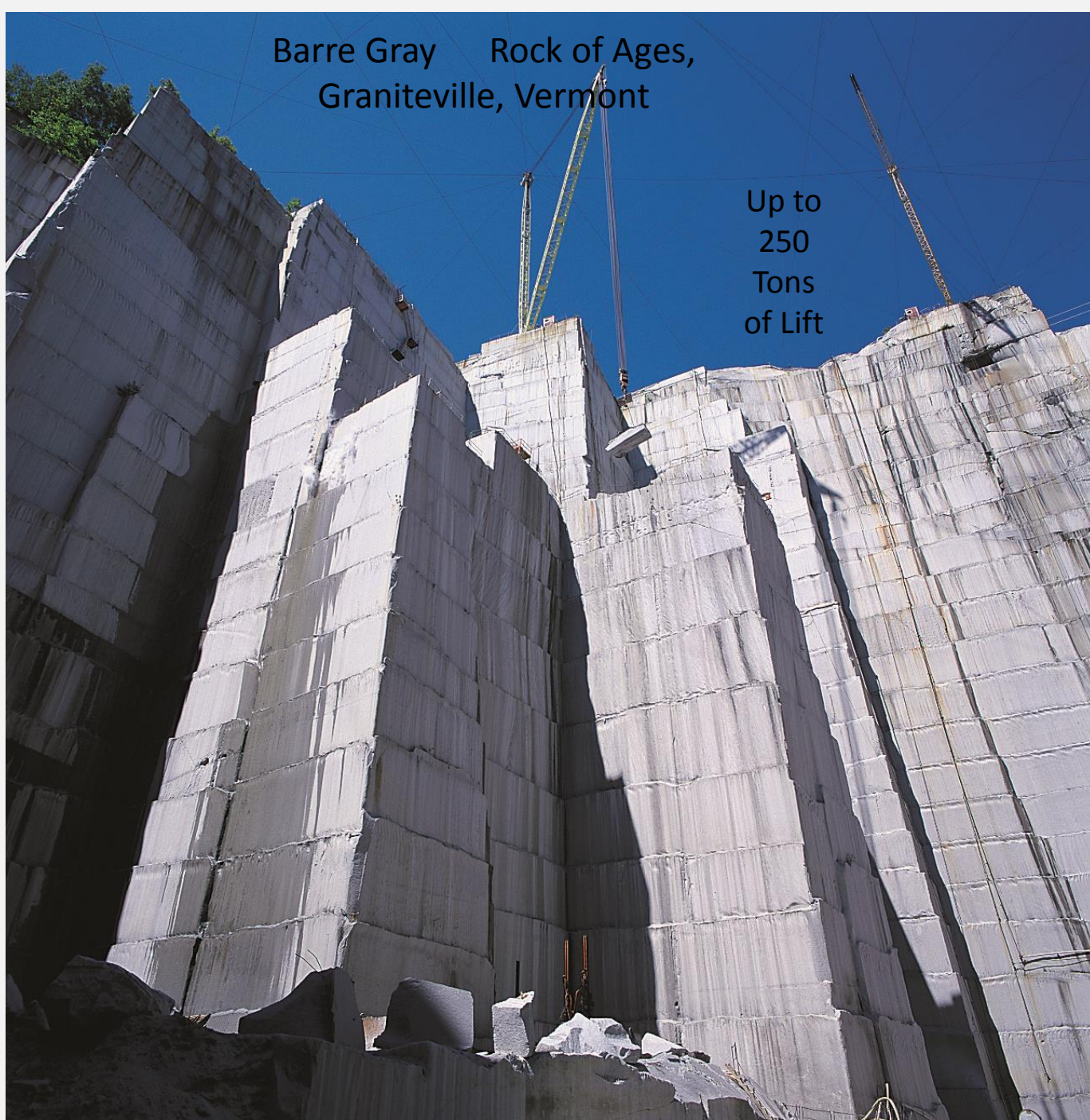
Tosi Custom Sandblast Co.



**Experience the Artistry & Beauty Created by
Barre Granite Association Members**

Barre Gray Rock of Ages,
Graniteville, Vermont

Up to
250
Tons
of Lift

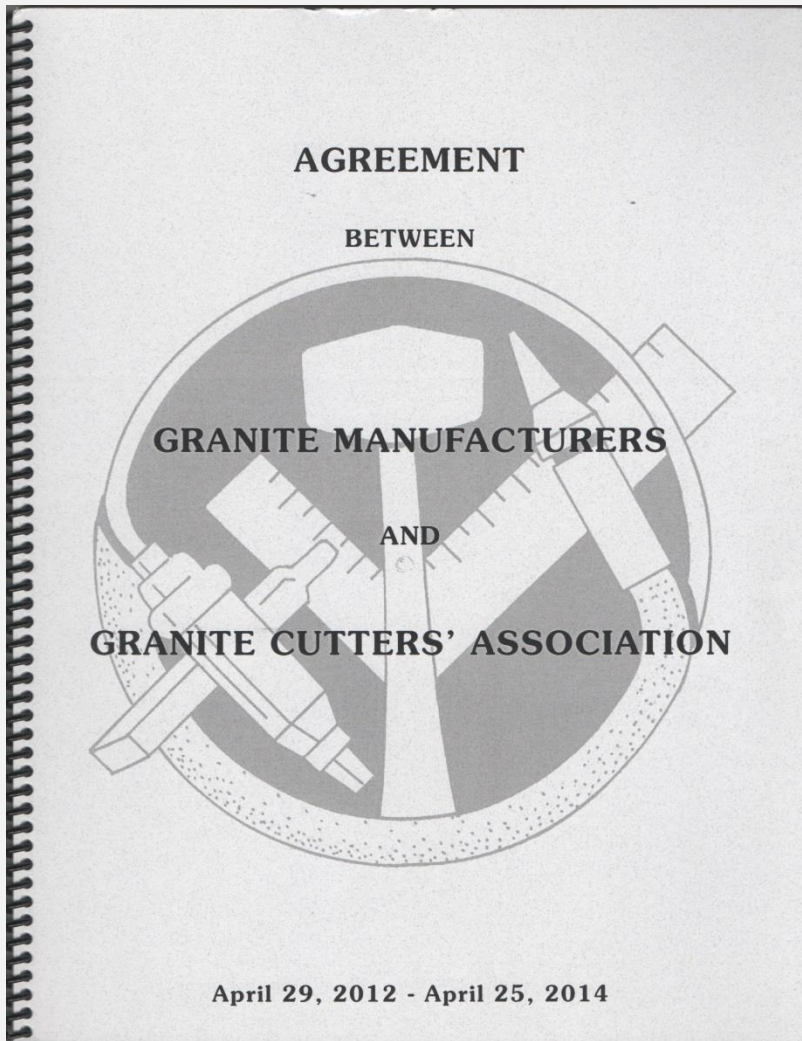




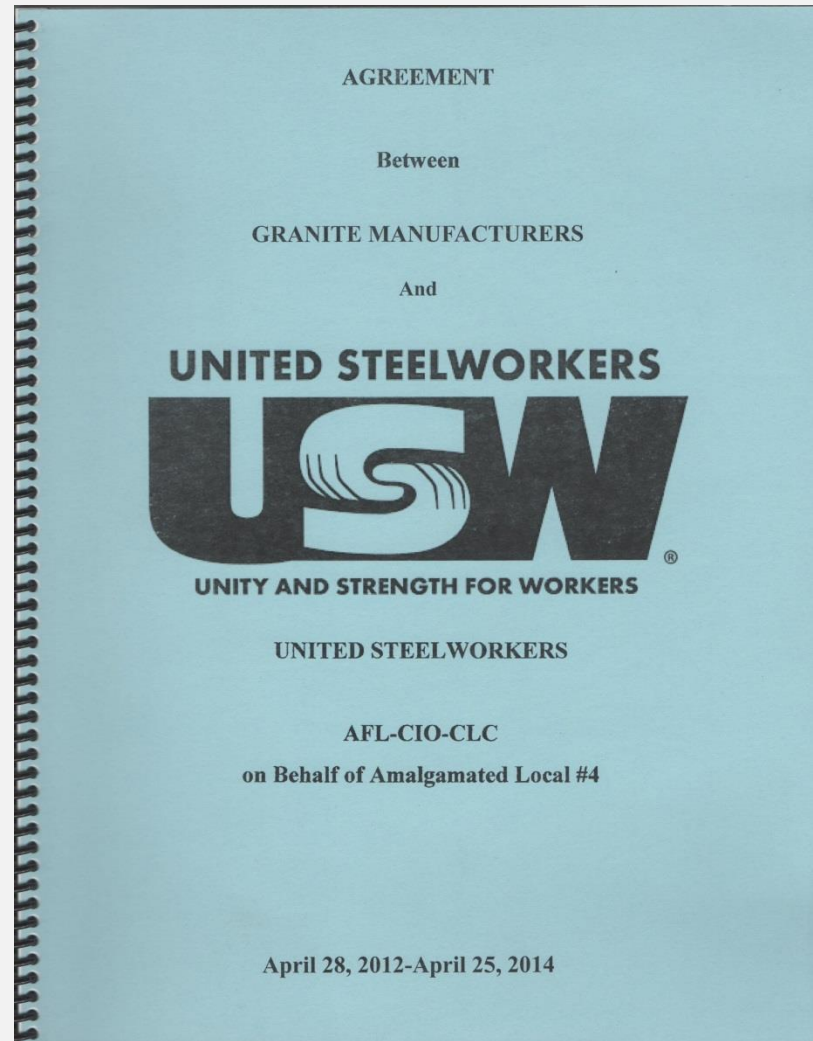








Granite Industry in Vermont Employs
600+ Union Workers
300+ in Administration, Sales and
Management



Annual Payroll exceeds \$60 Million
including wages and benefits

Paid Holiday

The eleven (11) paid holidays shall be: New Year's Day, Memorial Day, July 4th, Labor Day, First Monday of deer season (to be observed the first Monday of Vermont's deer hunting [rifle] season), Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, and three (3) floating vacation days, which will be scheduled as follows:

Two (2) of the floating vacation days shall be scheduled by mutual reasonable agreement between the employee and employer (if not taken, payment for either or both of these days will be as agreed between the employee and employer); and one (1) floating vacation day which must be scheduled by mutual reasonable agreement between January 1 and March 15 (if not taken as time off the employee will be paid for this vacation day in the first payroll period following the employee's return to work). Employees shall be paid regardless of whether the holiday falls on a Saturday or Sunday.

Paid Vacation

(a) **First Week.** One (1) week's vacation or fraction thereof will be granted an employee with less than one (1) year of industry service on May 1 based upon the number of months he has been employed in accordance with the table below. This will establish him on a May 1 to May 1 basis for future vacation calculations.

Length of Industry Service		Vacation
1 mo.	1/12 of a week	3.3 hours
2 mos.	2/12 of a week	6.6 hours
3 mos.	3/12 of a week	10 hours
4 mos.	4/12 of a week	13.3 hours
5 mos.	5/12 of a week	16.6 hours
6 mos.	6/12 of a week	20 hours
7 mos.	7/12 of a week	23.3 hours
8 mos.	8/12 of a week	26.6 hours
9 mos.	9/12 of a week	30 hours
10 mos.	10/12 of a week	33.3 hours
11 mos.	11/12 of a week	36.6 hours
12 mos.	1 week	40 hours

(b) Second Week. Employees with one (1) or more years of industry service on May 1 shall be entitled to two (2) weeks' vacation or any fraction thereof computed in accordance with the following table:

Length of Industry Service	Vacation
1 mo.	1/12 of 2 weeks 6.6 hours
2 mos.	2/12 of 2 weeks 13.3 hours
3 mos.	3/12 of 2 weeks 20 hours
4 mos.	4/12 of 2 weeks 26.6 hours
5 mos.	5/12 of 2 weeks 33.3 hours
6 mos.	6/12 of 2 weeks 40 hours
7 mos.	7/12 of 2 weeks 46.6 hours
8 mos.	8/12 of 2 weeks 53.3 hours
9 mos.	9/12 of 2 weeks 60 hours
10 mos.	10/12 of 2 weeks 66.6 hours
11 mos.	11/12 of 2 weeks 73.3 hours
12 mos.	2 weeks 80 hours

(c) Third Week. Employees will be granted a third week's vacation (Christmas Bonus), or fraction thereof computed on a May 1 to May 1 basis beginning with the second May of his continuous employment in the industry as follows:

2nd May	8 hours
3rd May	16 hours
4th May	24 hours
5th May	40 hours

Payment for such third week's vacation or fraction thereof will be paid in accordance with Section 7.2 of this Article.

(d) Fourth Week. (1) An employee will be granted a fourth (4th) week's vacation, or fraction thereof, computed on a May 1 to May 1 basis beginning with the employee's 21st anniversary of employment with his employer as follows:

21 years	one day
22 years	two days
23 years	three days
24 years	four days
25 years	five days

Other Benefits

Granite Group Insurance Trust

- Group Life \$80,000
- Medical 80/20%
- Accidental death or dismemberment 100%
- Vision 100%
- Dental Insurance 100%
- Retiree Life and Health Insurance

- Pension Contribution \$1.85 per hour
- Boot Allowance \$90

Birth of a Child and Bereavement Pay

8.1 (a) In the event an employee suffers the death of a spouse or a child/stepchild, the employee shall be allowed up to five (5) days off with pay at his or her rate of pay. In the event an employee suffers the death of his or her father, mother, brother, sister, grandchild, stepmother, stepfather, spouse's father, or spouse's mother, the employee shall be allowed up to three (3) days off with pay, at his or her rate of pay. In addition to the paid days of leave granted herein, employees may take additional days as vacation or unpaid leave.

If an employee suffers the death of a grandparent or the grandparent of his or her spouse, or brother-in-law or sister-in-law, or spouse's stepmother or stepfather, or significant other, he or she shall not suffer the loss of any straight-time pay for that day.

If interment is postponed to a later date and occurs during the employee's scheduled workday, the employee may take one of the three foregoing days off with pay on the day of interment.

Employees on layoff shall not be entitled to bereavement pay. If an employee is forced to interrupt his or her vacation due to the death of a relative as described in this section, the employee is entitled to use the bereavement benefit and the employee may schedule the affected vacation days at a later date with the mutual agreement of the employer.

Wages

The following are the minimum **wage rates for all journeymen** granite cutters, polishers, tool sharpeners, sandblastmen and draftspersons in effect during the term of this Agreement:

Effective Date Rate Per Hour

April 29, 2012	\$20.40
April 27, 2013	\$20.90

Apprentice wage rates for apprentices employed prior to May 1, 2010 shall be the following percentage of the applicable journeyman rate:

Start:	70%	After 1 year:	90%
After 3 months:	80%	After 18 months:	95%
After 6 months:	85%	After 2 years:	100%

Apprentice wage rates for apprentices employed on or after May 1, 2010 shall not be lower than the following percentage of the applicable journeyman rate:

Start:	70%
After 1 year:	85%
After 2 years:	100%

The employer may deny an apprentice the one (1) year wage increase noted above for just cause.

No to Paid Sick Pay Benefits

- Currently employers will take care of valued employee
- Both Unions and Employers agree to exclude this benefit in their contracts
 - Both acknowledge potential for abuse
- Costs are high >\$800,000 direct
- Lost Production time – The key to Industry success
- Doesn't fit into current contract benefit provisions, will find loss of vacation time and/or lower or no pay increase
- Reduces opportunities to reward longevity and loyalty
- Not the role of Government

Potential Consequences

- Lower or no pay increase
- Reduced paid vacation and PTO benefits
- Loss of important production time
- Loss of Market Share – Global Marketplace
- Will reduce new hires, perhaps reduce current work force
- Rethink commitment to be in Vermont
- Accelerate transitions to replace workers with modern machines and robot technology



Build Here, Not Be Here



Thank you



**Experience the Artistry
& Beauty Created by
Barre Granite
Association Members**